



Coaching

We coach executives, senior managers and specialists who need to increase their impact in organisations and advance their careers. The **thinking fusion AFRICA** framework blends conventional leadership coaching with uncompromising advice to build personal and leadership capacity. This capacity building is shaped around the four zones of influence of a leader.

Dedicated learning is embedded in leaders through rigorous engagement. Coaching assignments are typically undertaken over a six-month period and may extend to include full management teams.

"I discovered that executive coaching is not for the faint hearted though! It's tough and requires a lot of self-reflection and dedication... it's about coaching to be an executive manager because not all aspects of oneself are naturally aligned with this aspiration, so it's about wanting to be an executive and being willing to make some changes in how you approach certain things in order to be successful."

"Overall, the coaching assisted me to get out of my comfort zones and become a more effective business leader in my organization. In addition, the personal growth I experienced cannot be measured. I use the skills and techniques every day in my life."

**WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2**

DESIGNED FOR



Leaders, senior Leaders and Executives

PERSONAL BENEFITS

Personal development based on personal agenda and development needs

Growth as a leader

Improved relationships with leader, peers and followers

Well-developed and honest self-insight

Long term development plan and agenda

Preparation for next level of leadership



ORGANISATIONAL BENEFITS

Leader with improved leader and relationship skill

Leader actively engaged with own development agenda

Possibility of development of leaders to their full potential

Specific focus areas of organisation could be addressed/included in coaching

Preparation of person for next level of leadership or onboarding into a new role



DELIVERY



Six one-on-one coaching sessions of 90 minutes each

FOR SUCCESS

Both the coach and coachee are satisfied that goals have been met and agenda exhausted

All sessions attended



Framework

The **thinking** fusion AFRICA approach to coaching is that the leader effectiveness in the zones of influence of a leader, as well as the individual's work-life integration are essential for leader success. All these areas thus require attention and need to be balanced over the coaching period and during each coaching session over and above the complex challenges that the leader need to deal with in the organisation. Furthermore, the typical coaching approach of guidance, primarily through questions, is not the only approach used by **thinking** fusion AFRICA. The coach gives advice and guidance from own experience as well as honest feedback based on observations during sessions.

The coaching framework for the coachee is determined within the following:

Leader of the self: Self-mastery through self-knowledge. Well-developed emotional intelligence, sound relationships and accurate communication.

One-on-one leadership and relationships: Leading others to higher performance, taking others along on a challenging path and building relationships that last.

Leader of team: Leading own team as well as being a leader within a management team as an integrated senior leadership team through times of challenge.

Aim

The **thinking** fusion AFRICA approach is aimed at improving organisational performance and is based on the premise that this is achieved through the personal effectiveness of emotionally intelligent leaders.



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