

# **MANAGING PEOPLE & CHANGE IN A CRISIS**



**PurpleGrowth**  
consulting. training. coaching.

## ABOUT PURPLEGROWTH

Established in 2016, PurpleGrowth provides customised training solutions to clients across sectors. We draw on deep knowledge, international experience and track records of established academics and industry practitioners to deliver value-adding and measurable interventions. We are a Level 1 B-BBEE company, accredited by the Services SETA (Services SETA Accreditation No: 12704).

## COURSE OVERVIEW

Disruption is challenging but it offers leaders at all levels an opportunity to transform their organisations with progressive leadership strategies. Equipped with the right resources to proactively respond to change, leaders can forge a more change-ready culture in their organizations. Digital transformation is no longer just an option, we have been forced into the circumstance where we need to learn how to manage and support people remotely, this requires an advanced level of interpersonal skills to ensure that professional bonds are kept strong despite the distance and lack of face to face interactions.

## COURSE OVERVIEW CONTINUED

Sound project management skills and critical thinking are key in this new culture of increased autonomy brought on by remote working.

This course has been designed to enhance attendees' leadership and change management abilities. It will help new and experienced managers develop critical thinking and essential skills to influence and motivate their staff to achieve exceptional performance in uncertain business environments.

## WHO SHOULD ATTEND

This course is intended for managers with direct reports as well as individuals who are earmarked for promotion to a managerial role, in any type and size of organisation. It can also be tailored for and pitched at executive management level.

## COURSE DURATION

We recommend 2 – 4 days, depending on development needs of the cohort to be trained.



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## DELIVERY APPROACH

- Online facilitated sessions, which include pre-recorded sessions, live interactive sessions, online group break-away sessions and one-on one coaching, where necessary.
- We will be open to complementing the online sessions with face-to-face class sessions, where social distancing and other Covid-19 preventative measures will be observed.

## KEY LEARNING OUTCOMES

01

Gain practical skills to positively influence human behaviour and manage external and internal organisational change.

02

Understand key methods, strategies and principles of people management and develop your own management and leadership style.

03

Learn how to strengthen social and emotional skills for individuals, as well as for promoting effective virtual team collaboration.

04

Learn the adaptive skills required to design career paths, processes and workflows that support continuous learning in agile organisations.

05

Encourage the development and use of cognitive skills in employees to elicit creative, innovative and problem-solving abilities.

06

Motivate and encourage your employees to embrace and operate in a digital environment, become more change ready by learning how to build technical digital awareness and skills.

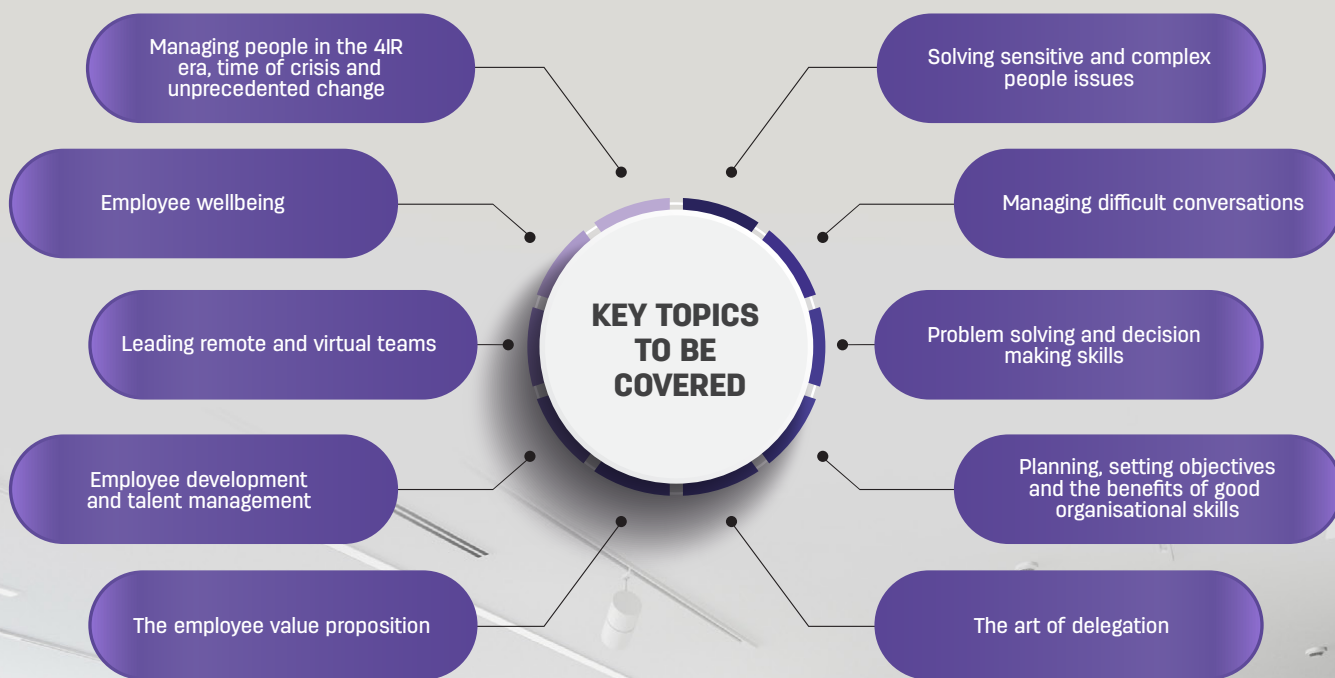
07

Learn how to create and mould an evolving company culture that ultimately supports employee retention and engagement.



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## KEY TOPICS TO BE COVERED



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## LEAD FACILITATORS



### Kashmita Daya

Kashmita has 18 years of experience in the human capital environment mainly in the financial services industry. She has advised and guided business on people practices, oversaw governance of human capital processes, produced and interpreted people related analytics to make informed decisions on the people practices and organisational culture and drove key strategic projects for human capital. She is a Level 1 Enneagram Practitioner and currently uses this tool in her coaching approach.



### Mzoxolo Gulwa

Our CEO, Mzo is a leading management consultant, facilitator and coach. His specialisation is in the areas: strategic management, people management, leadership, diversity and inclusion and competitive intelligence. His experience includes 13 years at Standard Bank, where he headed up the Competitive Intelligence function.

He has delivered project work and training programmes on-ground in South Africa, Nigeria, Ghana, Ivory Coast, Angola, Tanzania, Uganda, Mauritius and Malawi. He teaches on the aforementioned specialist areas at three leading SA business schools.



### Janine Kocovaos

Janine is a seasoned facilitator and coach and is a specialist in the fields: change management, agile project management and leadership. A sessional lecturer and programme integrator at Henley Business School, she has facilitated for clients such as Dimension Data, L'oreal, Business Connexion, Sasol, Standard Bank, Vodacom, Absa, MultiChoice, Entsika, Henley Business School and the ATKV.



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### **CERTIFICATION**

Attendees will have a choice of an Attendance Certificate or an accredited Competency Certificate (if they complete an assessment and meet other requirements of the Services SETA).

### **YOUR INVESTMENT**

The cost of attendance per attendee for this particular course will depend on the amount of session-time required (e.g. days) and the number of delegates from the client.

### **CONTACTING US**

Get in touch with us to discuss your training needs. We will be happy to prepare a quote based on your needs.



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