



## SESSION NO: 1

DATE: Thursday 15 February 2018

2 hour topic talk = 2 CPD points

### TOPIC: Tangible EQ Development through Technology

Presented by: Mark Baker : PS0107565

*MYGROW*

Topic themes:

- The primacy of Agent vs System in Organisational Psychology
- The neurological basis of Thoughts, Emotions and Feelings in EQ
- Emotional addiction's restrictive role in behavioural change
- Neurological principles critical to EQ development
- Major pedagogical concerns in the EQ development industry
- Technology as a tool for EQ development and neurological change
- SA's global leadership in EQ development at scale
- Implications of scaled EQ development for Organisational Development and Culture Change
- Real-time organisation-wide data for Human Capital Strategy
- Discussion around future trends and industry problems

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## SESSION NO: 2

DATE: Thursday 15 March 2018

2 hour topic talk = 2 CPD points

### TOPIC: Mindfulness: Theory and Practice

Presented by: Johan de Goede : PS0107468

*The Human Route*

*"If mindfulness came in pill form, it would be a multi-billion dollar industry"*

It is predicted that over the next few years 44% of US organisations will be offering mindfulness to their employees. Google does it, the Navy seals do it and the list really goes on-and-on. When one starts looking at the research supporting mindfulness, one really ends up wondering whether this is the golden elixir that we are all looking for. Could it really be that simple – just be quiet, observe and be mindful, instead of being 'mind full'? Join Johan on a journey exploring the most important research findings as well as a case study, and learn some practical exercises that will allow you to start exploring the world of mindfulness.



### SESSION NO: 3

DATE: Thursday 19 April 2018

2 hour topic talk = 2 CPD points

## TOPIC:     **The Future of Leadership Development: Designing the Solution**

Presented by: Janetta van der Vyver : PS0110167  
*Connemara*

- Barbara Kellerman in her recent book, *The End of Leadership*, critique's the current state of leadership development and a client from Pivot Leadership commented that "Everyone has their own recipe but honestly, it's the same ingredients, with a little more or less spice." (A Korn Ferry Company, *The Third Wave: The Future of Leadership Development*, 2015)
- When The World Economic Forum adds to that; we might be moving into a post-management era where it is becoming more difficult to define jobs because they are "non-standard, creative, experimental work, or doesn't lend itself naturally to management." (Andrew Chakhoyan, December 2017, *Is the era of Management over*, World Economic Forum). I start to wonder whether Leadership development has become obsolete?
- However no-one wants to do away with leadership development, not even Kellerman. The critical question asked in *The Third Wave* is: How can we push leadership development further? Because in the current VUCA world that we find ourselves, we actually are in need of great leadership!
- The current state of the world and what we expect of leaders
- The shift in focus of leadership development
- What do you think Leadership Development needs?
- Designing for Future Leadership development
  - Blended Learning model by Clive Shephard – the 3 L's
  - Over to you: What would your HL programme design look like?



## SESSION NO: 4

DATE: Thursday 17 May 2018

2 hour topic talk = 2 CPD points

### TOPIC: The impact of the Thinking Environment Applied in Individual and Team Coaching on Behavioral and Culture Change

Presented by : Natasha Muller : PS0066184 and Clyde Smeda : PMT0053295

#### *Assessing4Success*

In this session, we will be sharing information about Nancy Kline's Thinking Environment philosophy, 10 components, coaching applications and impacts for behavioral/ culture change. We will also provide you with an opportunity to experience Part 1 of the Time to Think Coaching approach.

- Providing an overview of Nancy Kline's Thinking Environment philosophy
  - Sharing the 10 behaviours that create a Thinking Environment and how it impacts behavioral/ culture change
  - Introducing the Time to Think 6- part coaching framework
  - Practicing with Part 1 of the Time to Think Coaching approach
  - Providing information on how the Thinking Environment can enhance team coaching
  - Sharing information about the Time to Think qualification pathways.
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## SESSION NO: 5

DATE: Thursday 14 June 2018

2 hour topic talk = 2 CPD points

### TOPIC: How much narcissism does it take to be an ideal leader?

Presented by: Lauren Davis : PS0086223

*"There is some evidence that narcissists succeed in attaining leadership positions. This makes sense, because they are confident, assertive, and focused on self-interests. They know what they want (to be the leader), they believe they are the best person for the job, and they have no doubt that they should be in charge."* (Ronald Riggio)

Is this necessarily a bad thing?

Points of discussion:

- Narcissism as a construct vs a personality disorder
- The pros and cons of narcissism in leadership
- The corporate culture as an enabler of a narcissistic leadership style
- How to deal with narcissistic leadership



## **SESSION NO: 6**

DATE: Thursday 26 July 2018

2 hour topic talk = 2 CPD points

### **TOPIC: Model for best fit HR Interventions: A Diagnostic Approach**

Presented by: Nina Barnes : PS0129623 and Amanda Glaeser : PS0125989

Nina and Amanda will be presenting their paper in which they discuss:

- A model to provide guidelines for diagnosing the intra- and interpersonal dynamic in the workplace
  - Consider contextual implications and
  - Identify best fit interventions
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## **SESSION NO: 7**

DATE: Thursday 23 August 2018

2 hour topic talk = 2 CPD points

### **TOPIC: Ricardo Semler and SEMCO's Employee Empowered Leadership**

Presented by: Johan Ludik : PS0025259

Johan will be discussing the approach of Semco Style Institute co-founder Ricardo Semler, who is internationally recognized as a catalyst of change for employee-empowered leadership. Best known for his radical form of industrial democracy and corporate re-engineering, he's the best-selling author of the classic *Maverick* and *The Seven-Day Weekend*, and advocates corporate narratives driven by the values of trust, self-management and creativity

Semco Style companies organize wisely around humans instead of traditional structures and procedures. They treat adults as adults, put people above organizational modes, and see freedom and self-interest as the basis for collective alignment. Semco Style is based on the experiences and learnings of Ricardo Semler, who has catalyzed organizational changes in the Semco family of companies for the past 30+ years



## SESSION NO: 8

DATE: Thursday 20 September 2018

2 hour Ethics topic talk = 2 Ethics CPD points

## TOPIC: INTEGRITY

Presented by : Chrizelda Walters : PS0091197 and Li-Mari Greeff : PMT0094480  
*FAB Consulting*

Integrity is one of the fundamental values that employers seek in the employees that they hire. Integrity is considered to be the hallmark of a person who demonstrates sound moral and ethical principles at work. Integrity is part of the foundation on which co-workers build relationships, trust, and effective interpersonal relationships. Any definition of integrity will emphasize these factors. An integrity test is a specific type of personality test designed to assess an applicant's tendency to be honest, trustworthy, and dependable. A lack of integrity is associated with counterproductive behaviours as theft, violence, sabotage, disciplinary problems, and absenteeism. Organisations are thus seeing the potential benefits of making use of integrity assessments in order to protect themselves as a method of ensuring that they hire employees with integrity. This is especially the case for high risk organisations such as financial services, security companies, mines etc. The debate around the use of integrity assessments in the workplace are likely to continue. During our presentation we would like to add to the debate and explore further.

By focussing on:

- Sensitivity around the concept of Integrity
- What does Integrity really mean?
- What does Integrity in action look like?
- Examples of a lack of Integrity.
- What are Integrity Assessments?
- Reasons to use Integrity Assessments in the Selection Process
- Challenges with Integrity assessments



## SESSION NO: 9

DATE: Thursday 25 October 2018

2 hour topic talk = 2 CPD points

## TOPIC: Behavioural Science and Advertising

Presented by : Johan van der Nest: PS0117781

*Independent Consultant*

Johan will share some of the most recent thinking in behavioural science and the influence it has on advertising and behaviour change:

- Our subconscious mind and how we make decisions: system 1 and system 2 - the processes individuals and groups select, buy and use consumers goods, service, brands and experiences (Daniel Kahnemann's theory of System 1 and System 2)
- MINDSPACE (Messenger, Incentives, Norms, Default, Salience, Priming, Affect, Commitment, Ego) framework - to start applying behavioural economics to improve customer outcomes.

### REFERENCES :

#### **Kahneman, D (2012). Thinking Fast and Slow**

Daniel Kahneman, recipient of the Nobel Prize in Economic Sciences for his seminal work in psychology challenging the rational model of judgment and decision making, is one of the world's most important thinkers.

In *Thinking, Fast and Slow*, Kahneman takes us on a groundbreaking tour of the mind and explains the two systems that drive the way we think and make choices. One system is fast, intuitive, and emotional; the other is slower, more deliberative, and more logical. Kahneman exposes the extraordinary capabilities-and also the faults and biases-of fast thinking, and reveals the pervasive influence of intuitive impressions on our thoughts and behaviour. The importance of properly framing risks, the effects of cognitive biases on how we view others, the dangers of prediction, the right ways to develop skills, the pros and cons of fear and optimism, the difference between our experience and memory of events, the real components of happiness-each of these can be understood only by knowing how the two systems work together to shape our judgments and decisions.

#### **Thaler, Richard H. and Sunstein, Cass R. and Balz, John P., Choice Architecture (December 10, 2014).**

Decision makers do not make choices in a vacuum. They make them in an environment where many features, noticed and unnoticed, can influence their decisions. The person who creates that environment is, in our terminology, a choice architect. In this paper we analyze some of the tools that are available to choice architects. Our goal is to show how choice architecture can be used to help nudge people to make better choices (as judged by themselves) without forcing certain outcomes upon anyone, a philosophy we call libertarian paternalism. The tools we highlight are: defaults, expecting error, understanding mappings, giving feedback, structuring complex choices, and creating incentives.



**SESSION NO: 10**

DATE: 22 November 2018

2 hour topic talk = 2 CPD points

**TOPIC: Unleash Untapped Potential through Neuroscience**

Presented by: Prof RA Emsley: and Lindy Emsley : PS0115169

- This exclusive workshop, created by Prof Robin Emsley and Lindy Emsley, will offer powerful insights into how to increase business efficiency through people.
- The focus will be on using new understanding of the neuroscience of behaviour to maximize performance.