

Staying Strong (Team)



Strengthen wellbeing, connection and alignment in managers

In the post pandemic world, the pressure and demands placed on leaders have significantly increased.

According to the 2023 Gallup Global State of the Workforce report, 52 percent of managers worldwide are currently experiencing burnout. When Managers experience burnout, it is inevitable that their own levels of engagement and motivation decrease.

The wellbeing of managers directly influences the wellbeing and productivity of their teams. Stressed or overwhelmed managers may struggle to make sound decisions, communicate effectively, and foster innovation.

Manager burnout also ripples through to decreased morale, engagement and job satisfaction among team members.

The direct correlation between Manager's wellbeing and organisational performance, makes investing in the wellbeing of managers a strategic imperative for achieving business goals and maintaining a competitive edge.

“You can't light a fire in someone else if you yourself are burnt out.”

Alinda Nortje, CEO and Founder of Free To Grow



Nurture wellbeing. Drive engagement. Inspire growth.

In response to the need of many of our clients, we have developed the 2-day Staying Strong (Team) programme that addresses the most pertinent challenges that Managers are currently experiencing, in one powerful, integrated programme.

It combines a focus on building personal resilience and wellbeing, with reinforcing the importance of their role in engaging and inspiring their teams, and strengthening the connection with the Managers they work with. This programme brings hope, creates a shared vision, and builds practical skills to engage and connect with each other and with their own teams.

Experiencing this programme together gives managers the rare opportunity to focus on themselves. It makes them feel seen, and valued, beyond the role they play in the organisation, and it creates opportunities for deep and meaningful dialogue with their peers about what matters most to them, on a personal as well as work level. It builds manager teams in the true sense of the word.

As with all our programmes, Staying Strong (Team) is highly engaging and inspirational, offering Managers a truly transformational experience that will re-ignite their fire for leading in a way that inspires the best in their people.



“Rather light a fire within people than beneath them.”

Bob Nelson

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Day 1: Staying Strong ME

1	Welcome and context
1.1	Your team's role in shaping the culture of your organisation – does your engagement measure up to your high levels of performance?
1.2	Your role in creating Paddlers, Passengers or Pirates and the impact on employee wellbeing, employee experience and employee morale. Why is this important to you as management team, to your employees and to your organisation?
1.3	The importance of your team showing the way and being the change you want to see in your organisation.
1.4	The need for an inside out approach to change
2	Exploring where you are in your journey
2.1	No-one is an island – taking a closer look at how stress and the current environment impact you, your life and your work
3	Making OROS a daily habit
Ownership:	focusing on and actioning what you can control instead of worrying about what you can do nothing about or shifting blame
Resilience:	keeping on hanging on – how applying the 3 P's can help
Optimism:	making gratitude a way of life on an individual and team level
Support:	knowing when to ask for help, being clear on the kind of help you need and knowing how to ask for it and from whom

Day 2: Staying Strong WE

4	Your team's journey
4.1	What a winning team is about
4.2	How does your team and the teams you lead measure up?
4.3	The role of a shared Purpose • Back to basics; explore the question – why are we here? • How does this purpose align to your personal purpose? • How to keep shared purpose alive in your team
4.4	Respect • Why respect is the door that you need to enter into any relationship • How to show respect in what you say, what you do, what you keep silent about and what you reward • Weeding out signs of disrespect that break down relationships in your team
4.5	Trust • Why trust is the bridge on which you and your team need to walk • How to apply the ABCD of trust to strengthen relationships in the team, as well as the teams you lead
4.6	Open and Constructive communication • The importance of creating a safe space for dialogue • The speaking up ladder and how this applies to this team and the teams you lead • Practical steps and tools to open up communication

“ If you want to walk fast, walk alone. If you want to walk far, walk together. ” African proverb

4. What our clients say about our programmes and our service in general



"When implemented at Devland, Free To Grow worked like magic. The level of commitment and ownership of our people increased dramatically. Performance improved significantly and relationships – including with the union - were much more collaborative than before. There indeed has been a remarkable transformation."

Moses Lubisi

Supply Chain Excellence Manager



"Your commitment to making our culture journey a success has continuously exceeded our expectations. You have become a trusted resource and partner. Your enthusiasm, keenness to collaborate and customise, in-depth knowledge of culture and employee engagement, dedication to our needs and ability to supply us with innovative design solutions within our budget makes working with your team an absolute pleasure."

Annelie Govender

HR Director



"We are blown away by the impact. Your programmes, delivery and team are a cut above the rest. You have taken the time to understand our company and journey with us."

Tanya Long

Chief Operating Officer



"Free To Grow as a service provider and the impact of their programmes are, in one word, phenomenal!!! When they work with you they take your mission and values and put it under their armpit. They make it their own."

Ruby Motloheloa

HR Head of Talent Management & Development



"We have a real gem in this programme. We are extremely impressed with how the programme is put together and presented. It is innovative, comprehensive, fresh and meaningful, and the impact is tremendous."

Ansa Du Toit

Talent and Learning & Development Exec



"The work you do is not only transformative to businesses, but also touches the personal lives of our teams that have participated in your programmes, in ways you may not truly appreciate. The notable shifts in the levels of engagement that we have seen in the teams you've worked with at Kimberly-Clark, have truly been immeasurable. And in such a short space of time!"

Elizabeth Rachidi

HR Director Sub-Saharan Africa

5. Impact of Staying Strong (Team)

Feedback from Managers



“The impact of this program has been truly significant. Day one was critical, as it created a safe space for people to open up, listen to one another, and connect at a deeper level. This openness surfaced many blind spots — insights that were invaluable for me as a leader. I became aware of several “low-hanging fruits” I could address to strengthen team relationships and dynamics.

Since the program, I’ve noticed remarkable shifts. Individuals who previously remained silent and bottled up their thoughts started speaking up in the programme and are now blossoming. The psychological safety fostered during the sessions has translated into sustained open communication. There is a renewed sense of energy in the team, and both the quality and depth of engagement have changed completely.

Trust has been rebuilt; bridges have formed. As a result, not only have our relationships improved, but our work output has also increased. We have effectively ‘re-baselined’ our trust and engagement, creating a stronger foundation for collaboration and performance going forward.”

Nkonzwenhle Sibiya

Maintenance Manager, Bulk Connections



“Staying Strong (Team) has played a significant role in Tiger Brands Grains Division transformation efforts. This initiative focuses on personal resilience and collective empowerment, fostering a positive workplace culture and enhancing employee engagement. Through its implementation, Tiger Brands has seen improved morale, stronger teamwork, and a more inclusive work environment.”

Matome Leshabela

Tiger Brands People Director Grains



Feedback from Participants

This programme has been presented to groups at different organisations across industries. The participants’ evaluation of the impact of the programme on the relationship in the team is consistently positive, as is evident in their anonymous evaluation below.

1. How safe did you feel to have open conversations with your team?

BEFORE



AFTER



2. How connected did you feel to your team?

BEFORE



AFTER



3. How motivated were you to work towards strengthening the relationships in your team?

BEFORE



AFTER



Key ■ Not at all ■ Somewhat ■ Fairly ■ Very

6. Why partner with us?

FREE TO GROW

31 YEARS 36 COUNTRIES 1 532 ORGANISATIONS

Our differentiators



Some of our clients

