



LEADConnect

Equipping leaders to connect, inspire & engage
in the new world of work

Boosting employee wellbeing, growth and engagement

Leadership challenges in the new world of work

Leading effectively in the rapidly evolving new world of work, requires new skills and tools.

The new world of work is characterised by virtual work models, constant change and disruption and the great 'resignation'. It also demands an increased focus on agility, wellbeing, mental health and belonging.

The fundamental leadership principles have not changed. It's about building relationships, holding people accountable and creating a culture where all employees can thrive and are inspired to put in discretionary effort.

The methods and tools managers used to create this thriving environment are, however, quite different. This is not a natural or easy transition for many leaders.

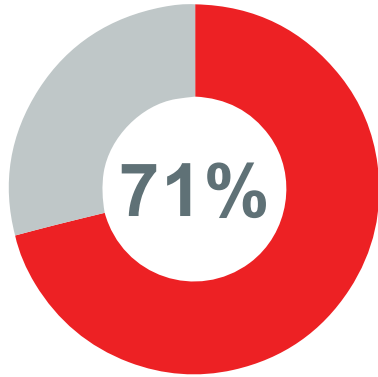
Some of the top virtual work challenges

- High levels of stress and feelings of being overwhelmed due to the speed of change and being constantly 'on' are leading to burnout
- Different approaches to trust, accountability and transparency
- A lack of skills to build and maintain relationships and a sense of connection with dispersed teams
- Fostering innovation and creativity in increasingly diverse teams
- Creating and nurturing an inclusive environment where everyone feels valued, respected and connected
- Creating a compelling employee value-proposition that aligns with the aspiration and values of your workforce

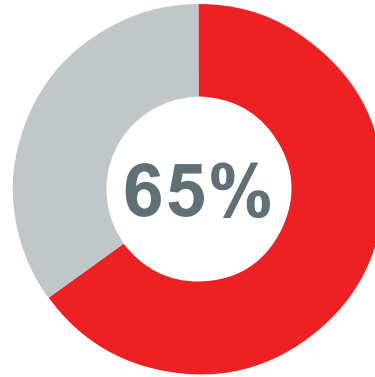
Virtual working presents an opportunity to re-imagine how teams work and how people are led.



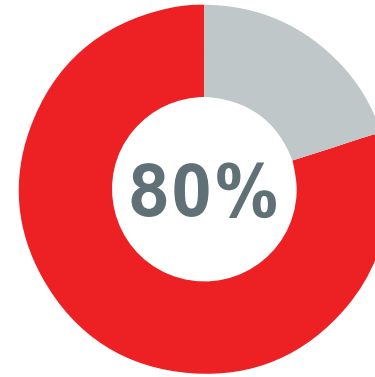
LINK: See more on the comprehensive Free To Grow employee engagement offering



Of companies feel their leaders are unable to lead their organisations into the future
BrandonHall



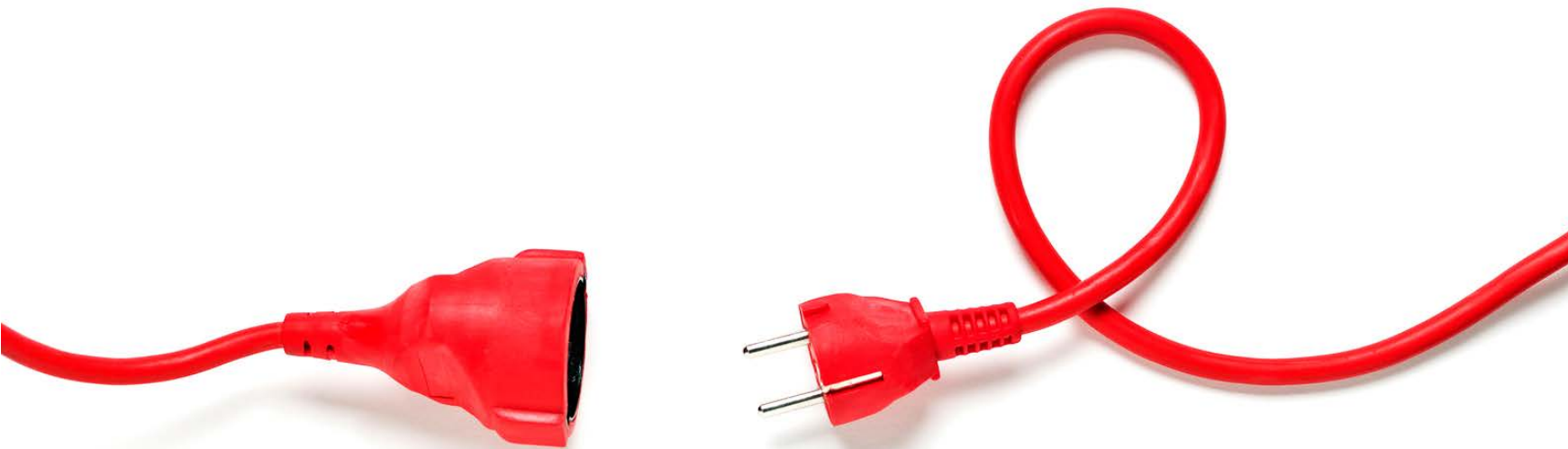
Of employees rated their virtual leader as ineffective
Culture in Wizard, 2020



Of leaders surveyed believed that they were ineffective leading virtually
DDI Global Leadership Forecast, 2021

“ We tend to think that what matters is having outstanding leadership at the senior level. Great leadership at the top doesn't amount to much if you don't have exceptional leadership at the unit level. That's where great things get done.”

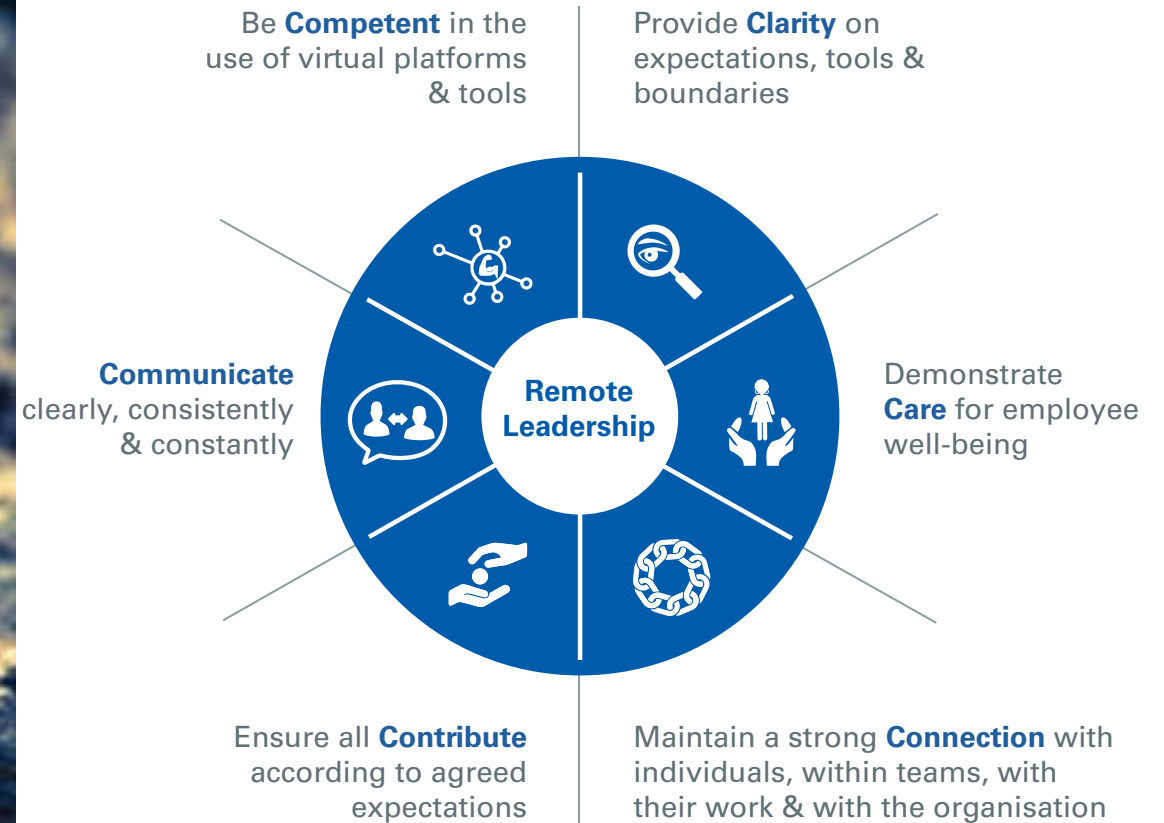
The re-education of Jim Collins, Inc



[LINK: 25 surprising leadership statistics to take note of \(2021\)](#)



Strengthening the 6 critical remote leadership skills



“ When the music changes, so must the dance. ”
African proverb



LINK: Watch Jo Thomson's powerful session on the 6C's of remote leadership

Topics

1. **The challenges and opportunities of leading remotely:** Tweak how you engage with team members to make a big difference to their experience of working remotely.
2. **Be intentional about engagement:** Make the 4 engagement connections central to every interaction with team members and align them to the organisation's 'bigger picture'.
3. **Set your team up for success:** Understand and meet your team's physical needs (tools and resources) and emotional needs (enable clarity through a team agreement and manage boundaries).
4. **Master virtual meetings:** Be intentional on the timing and duration of team meetings, opening and closing of meetings and using virtual tools optimally.
5. **Create active participation in virtual team meetings:** 10 keys to increase involvement and engagement.
6. **Make virtual 'one-on-ones' impactful:** Focus on 'checking-in' rather than 'checking-up'. Provide recognition and meaningful performance feedback. Utilise a menu of templates for a variety for 1:1's.
7. **Support your team's well-being:** Use the well-being continuum. Identify signs of burnout and stress amongst team members. Develop the mindset and skills needed for well-being conversations.
8. **Cultivate a climate of psychological safety where all team members feel safe to participate, question and challenge:** Using the 'speaking-up' ladder, develop steps to encourage your team to move upwards.
9. **Strengthen trust and accountability virtually:** Build leadership trust by applying the 4 C's of trust to the remote environment and create accountability through ART (Action, Repetition, Trust).
10. **Build and maintain team cohesion and a sense of belonging:** Utilise appropriate virtual team-building activities and optimise celebrations, rituals, and fun to keep connected.



Boosting employee wellbeing, growth and engagement



“Having known Free To Grow for 20 years, I was concerned that the ‘magic’ would be lost presenting the leadership sessions virtually. I was delighted to see that Free To Grow was as good, if not better, virtually.”

Phila Zondeki,

Head of CEO HR, Wesbank at the time of attending LEADConnect

A learning journey geared for application

This journey provides organisations with a new way to equip their leaders to **LEAD** virtually:



The content of each session has been carefully selected to focus on the most useful and relevant **LEARNING NUGGETS** on the topic. Every nugget grows understanding, builds skills and shares practical tools succinctly.



Participants are **ENGAGED & ENERGISED** throughout, utilising the learning time optimally to focus on the topic at hand. They leave inspired, their ‘own cups’ having been filled.



Every session is designed for maximum **APPLICATION**. Between sessions, participants apply the tools and skills gained in the previous session and start the next session with a reflection focused on:

- spotlighting successes that can become best practices
- identifying and addressing remaining challenges



The learning journey is delivered in **DIGESTIBLE CHUNKS** that are easily accommodated in busy schedules. This eliminates the common resistance towards attending longer duration programmes.



1. Equip

i) LEADConnect virtual sessions

- 10 x 1,5 hour interactive sessions presented over time
- Maximum 16 participants to provide the opportunity for active engagement

ii) LEADConnect toolkit

Participants receive an extensive selection of hand-picked or specially created resources including:

22 step-by-step guidelines for:

- facilitating meaningful conversations in team meetings on topics such as well-being, psychological safety, boundaries and virtual etiquette
- dynamic one-on-one conversations e.g. questions to spark thinking and topics to discuss
- running effective team meetings e.g. using a parking lot, engaging team members through the seven virtual team roles and camera on/off guidelines

25 slides to use in team conversations to help create a common language around the various topics

20 infographics to provide an overview of key skills and processes at a glance

22 fun openers to create high energy and 317 opening questions to bring all the voices to the room in every team meeting

51 links to handpicked articles of value in the public domain

16 additional tools:

- templates for virtual meetings, one-on-ones and for creating a team charter in virtual/hybrid teams
- virtual centering exercises to create focus at the start of meetings
- anonymous polls to reflect how safe team members feel to speak up in team meetings or identify their remote/hybrid working challenges
- articles, e-books and checklists



2. Embed (Optional)

Integrating individual or small group online coaching to support the application of learning.

“Leaders grow, they are not made.”
Peter Drucker





Public Webinars



LEADConnect

A once off event	A structured learning journey developing mindset, skills and tools over time
Stand-alone content	The content is integrated, with each block building on the previous block
Mostly share models and theory	Focus on practising skills and tools that can be applied immediately
Generic conversations	Conversations that are relevant to your organisation and your needs
Primarily one-way, participants largely passive	A safe space for participants to actively engage in conversations that matter to them and connect to and learn from each other
The presenter has no relationship with the participants	Presented by a trusted facilitator who journeys with the participants and gets to know their needs and context
No follow up	Built in follow up, increasing accountability



LINK: For a short video version of this LEADConnect profile

“What we plant in people is more important than what we pour into them.”
Alinda Nortje CEO Free To Grow





“Having experienced Free To Grow’s programmes years ago, I know the value of their methodology. Engaging them a decade later – and this time virtually – it’s great to find their methodology as impactful as ever. The feedback from the group of Directors who attended LEADConnect is exceptionally positive. People are impressed, to the degree that they have recommended this programme for the Executive Team.”

Keitumetse Moagi

Senior Specialist: Learning & Development

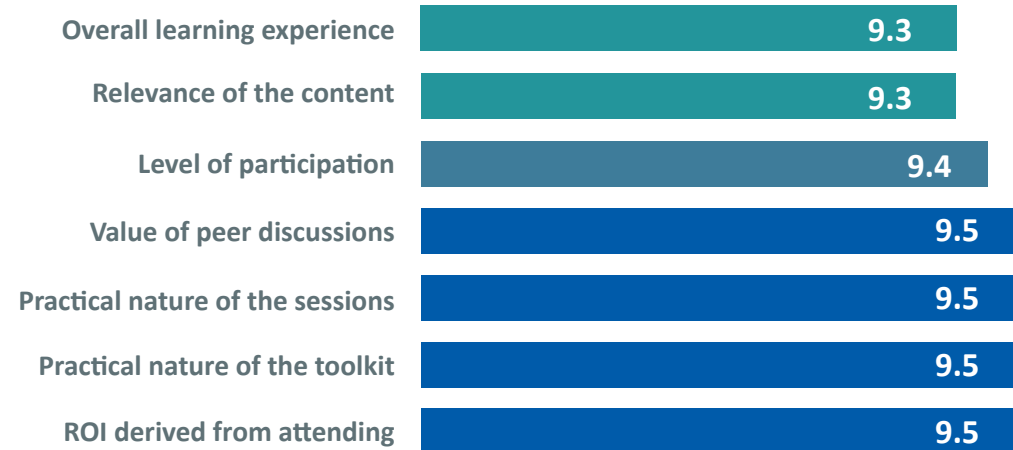


“I want to thank you – the feedback on LEADConnect is excellent! Our Directors found the practical and engaging nature of the programme insightful and refreshing. LEADConnect gave them the opportunity to connect as a team, explore common challenges and then gain practical tools to address these. People are impressed and we are experiencing a lot of change in how they are communicating.”

Ronewa Rokho

Specialist: Learning & Development

Participants’ evaluation of LEADConnect on a 10 point scale, with 1 being poor and 10 being excellent



Boosting employee wellbeing, growth and engagement



“LEADConnect’s tools have been instrumental in guiding my leadership style since working from home. The tools lead you to be intentional, have a purpose, understand the bigger picture, plan and always participate. The APGAR stress model helped with how we engage with one another.

We were able to openly share our working from home challenges and be in the moment. The latter resulted in improved relationships and team morale. LeadConnect came at just the right time. It’s the best.”

Melitah Mbopa
Delivery Lead



“I am absolutely amazed by the response of our employees on their leadership journey with Free To Grow. Being the ‘first of its kind’ development programme introduced in our organisation

we are extremely proud of the tremendous growth of each individual. I have never before seen such an immediate and enriching impact on a managerial delegate in my career. This journey will forever be a turning point in their lives. A developmental Moment that Matters!”

Tinus Coetsee
Talent Partner, at the time



“Free To Grow has helped our leadership team cope with the challenges posed by remote work and we’re blown away by the impact. Argility has continued to deliver – with numerous customer accolades – despite COVID-19, the flailing economy and the fact that all our teams now work remotely. I believe a key reason for this is the engagement and empathy our leaders have demonstrated.”

Tanya Long
Chief Operating Officer



“A huge thank you to Free To Grow for taking our leaders on their learning journey in such a real and practical way. The learning has equipped them with the knowledge and skills to take up their rightful place in the organisation.”

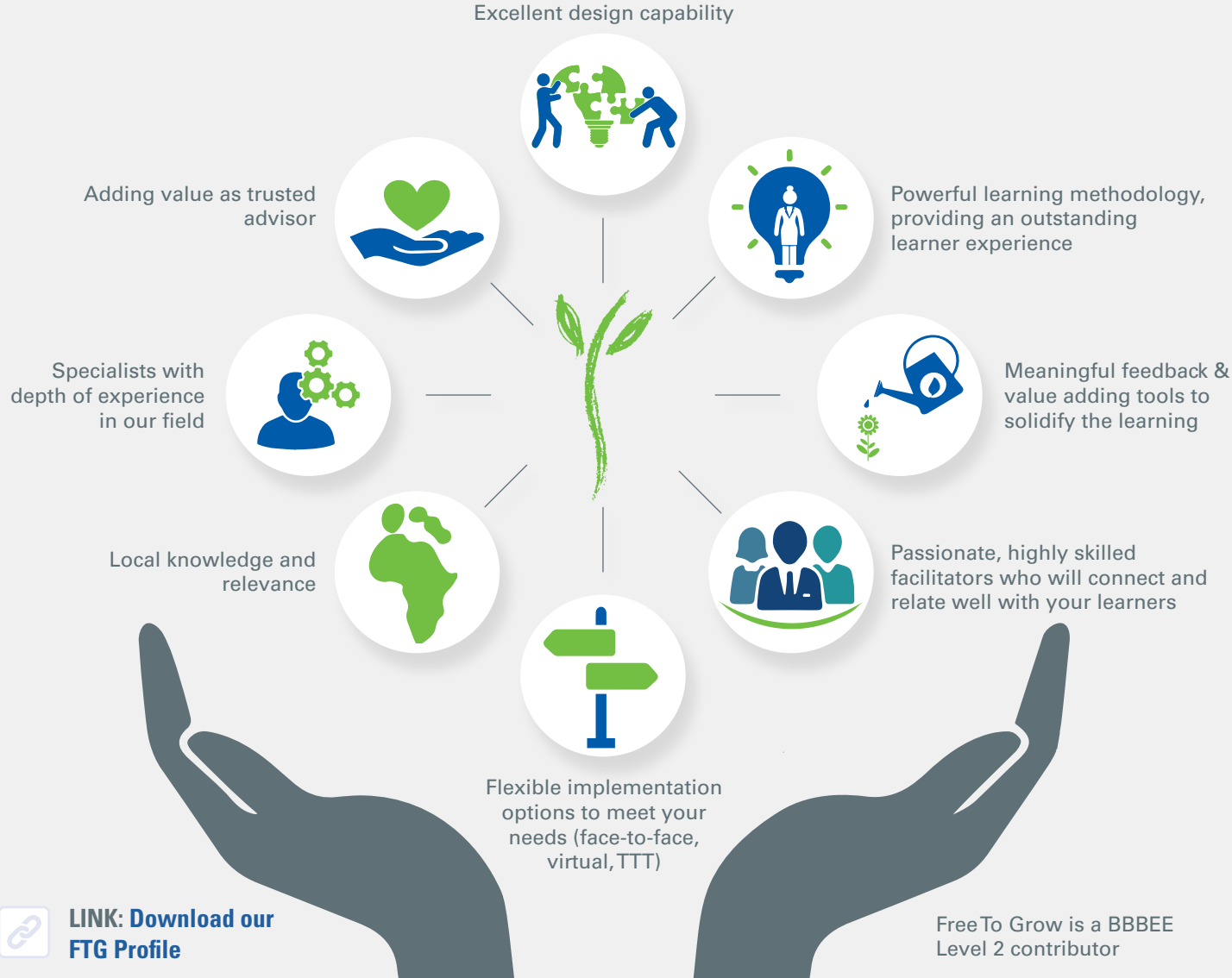
Diane Meyer
SHEQ Manager, Haw & Inglis Civil Engineering

Boosting employee wellbeing, growth and engagement

Why Free To Grow?

FREE TO GROW

30 YEARS 36 COUNTRIES 1 508 ORGANISATIONS 150 316 PEOPLE



Companies we have assisted in their leadership development journeys

