

# Nature and Nurture

Good leaders can become great leaders. Investing strategically in leadership development is critical to sustaining competitive advantage and to achieving corporate vision over the long term.



DEVELOPING LEADERS • OPTIMISING PERFORMANCE

## Talent Development Capabilities

*"Building a leader pipeline is essential to the health of your company and it therefore is a strategic duty of the senior leader."  
– Jack Welch*

Long-term sustainable success depends on strengthening your business's leadership capabilities. Invest right and continually to improve the quality of your leadership and make excellent leaders out of good leaders.

## 1. SELF OPTIMISATION – ENHANCED EXECUTIVE COACHING

### *Broadening Self Awareness and Tapping into Personal Strengths and Talents*

OPTIMAL's Self Optimisation aims to bring out the best in every individual to enhance leadership, team effectiveness, engagement and organisational excellence. A holistic, integrated approach is used to help enhance their awareness in the realm of leading self, leading others and leading performance and to make step-by-step changes in their areas for development.



<b>SELF DISCOVERY</b> <i>Self Awareness, Acceptance and Action</i>	<b>SELF OPTIMISATION FOR LEADERS/ HIPO</b> <i>Leadership Coaching &amp; Nurturing</i>	<b>SELF OPTIMISATION FOR HR LEADERS</b> <i>HR Leadership Mentoring &amp; Nurturing</i>	<b>TRANSFORMATIONAL COACHING</b> <i>Transition After a Significant Promotion</i>
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## 2. DEVELOPMENT WORKSHOPS

### *Accelerating the Success of Your Hi-Po Leaders*

OPTIMAL offers a series of one or two- day workshops designed to transform leadership effectiveness through theory, application, practice and feedback. The core curriculum of each workshop is based on scientifically validated research concepts of various dimensions, *inter alia* leadership versatility, emotional competence and team morale.




<b>THE VERSATILE LEADER</b> <i>Versatility/ Agility in Leadership Style</i>	<b>THE EMOTIONALLY COMPETENT LEADER</b> <i>Emotional Competence</i>	<b>THE ENGAGING LEADER</b> <i>Effectiveness in Engaging and Motivating Team Members</i>	<b>TRANSFORMATIONAL WORKSHOP</b> <i>Smooth and Effective Transition after Job Promotion</i>	<b>INDIVIDUAL DEVELOPMENT PLAN WORKSHOP</b> <i>Creating an Effective IDP</i>
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## 3. PROFESSIONAL CERTIFICATION WORKSHOPS


### *Becoming a Certified User of Psychometric Tools*

OPTIMAL offers Hogan Assessment Systems and BarOn Emotional Quotient Inventory® (EQ-i) certification workshops. Each is a two-day course that builds both theoretical knowledge and practical skills for the psychometric tools. Both are internationally recognised and accredited and are conducted by our licensed instructors.


**PUBLIC AND IN-HOUSE WORKSHOPS ARE AVAILABLE!**



Hogan Assessment Systems, a personality assessment tool for the working adult, is developed based on 30+ years of validation work across 450 jobs and in over 40 countries.



EQ-i®, one of the most reliable and widely used measures of Emotional Competence, is developed based on over 25 years of research with proven results in predicting performance.



For further information, please contact the office nearest you

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