



Matchisa Development Consultancy

What is Nine Conversations in Leadership™

Nine Conversations in Leadership™ (9C's) is an innovative intervention that acts as a catalyst for long-term leadership development throughout the organisation. It is aimed at middle and senior managers in the organisation. The course was developed by Worldsvie Academy, an Organisational Development Centre of Excellence. Matchisa is a long standing partner of Worldsvie Academy and is accredited to deliver this course. At Matchisa we have tailored the course to the international development and humanitarian sectors and offer facilitation through expert facilitator/trainers with over 20 years first hand experience working with a wide range of organisations and institutions in Africa, Asia and the Pacific.

9C's recognises that middle and senior managers play a critical role in building high-performance cultures that consistently execute strategy:

- They give direction by either making strategy, or translating strategy into achievable goals and actions for the units they are leading.
- They shape the organisation structurally to enable strategy execution, from high-level decisions about processes and systems, to the operational level of roles, behaviours and operating cycles.
- They build a high-performance culture by developing a strong leadership pipeline, growing the talent in their care, and fostering commitment and enthusiasm through the way in which they show up, show the way and walk the talk.

Building coherent Leadership for strategy Execution

The course aims at developing, in leaders:

- Coherent Leadership Perspective
- Coherent Leadership Attitudes
- Coherent Leadership Language
- Coherent Leadership Practices

Employees across the organisation share an understanding of where the organisation is going. They believe in the organisation's mission, and their role in it.

Clear communication flows between all levels, ensuring better decision-making, task clarity, and improves the process of feedback. Leaders walk the talk and inspire trust, helps to facilitate appropriate engagement and ensure implementation of right action.

9C's provides an effective, rapidly scalable method for bringing a critical mass of the organisation's leaders on board, aligning them to the vision, mission, values and strategy of the organisation, and enabling them to lead and manage their people in a fair, consistent and inspiring way.

The Course Approach

Most organisations today accept that management and leadership development is necessary, yet much doubt remains about effectiveness, and value for money spent on such efforts. Its most notable risks are:

- *Leaders return to the workplace after attending a development programme, yet the impact in terms of actual behaviour change and business performance is negligible.*
- *Large amounts are spent on individual leaders for development programmes that, ironically, create a talent flight risk.*
- *Development programmes may take a long time to complete, while simultaneously the organisation is going through rapid changes, with the result that leadership talent needs are not met.*

9C's enables the development of managers in the context of their real work, We address these challenges through a highly practical, context based approach to developing not only individual leaders, but the leadership and management of the organisation as a group. 9 C's enables leaders to attain and improve:

- *Delivering the organisational strategy and business plans they are tasked to execute*
- *Their actual experiences and challenges in making leadership transitions*
- *Their real-world challenges in leading organisational change, and mobilising and motivating their teams to make change happen*
- *Their confidence in identifying and communicating with their communities and stakeholders to ensure that results are delivered;*
- *Their personal aspirations and fears in leading in complex organisations and taking responsibility for their own personal development.*

Benefits of the Course

Accredited Programme

Provisionally accredited with the South African Board for People Practice (SABPP) at National Qualification Framework (NQF) Level 6, bearing 10 Credits and UK accreditation.

Practical workplace focused learning

Delegates learn leadership skills through direct application in the real workplace context and on the real work challenges of the client organisation. Deliberate and effective behaviour change.

Deliberate and effective behaviour change

The programme enables the effective development of the leadership and management beliefs, attitudes and behaviours that are required for their organisation's success.

Fast results

Delegates complete the entire programme over approximately 5-6 months, with changes in competence and behaviour visible within the first weeks of the programme.

Rapid implementation at scale

The programme structure, supported by accredited facilitators, enables implementation of new approaches to leadership at scale.

Affordable

The programme is priced at the medium-lower end of the market, and, combined with careful consideration of the time-out-of-work requirements, promises high return on investment (ROI).

OUTCOMES

Make the next leadership transition: identify, explore and develop the next level of work

- Creating coherence in the leadership group by allowing leaders to step out of their respective lines/silos and work together in forging a shared vision

Lead strategy execution in an effective and healthy way

- Creating robust plans to execute on strategy

Build the organisation's leadership brand through consistent leadership attitudes and behaviours

- Aligning and mobilising all people and stakeholders towards the organisation's vision and strategy

Build strong organisational communities with a high-performance culture

- Developing and empowering their teams and organisational community

Lead organisational change through effective self leadership and people management

- Showing up in the right way, creating a positive example
- The group developing themselves as leaders on an ongoing basis, working towards personal mastery

Next Step - going forward

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Please visit our website for information about other services we can provide

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