



# The Aspiring Leaders Programme

Amplify the influence of your high potential talent - and retain it



Leaders at their finest

# Concept

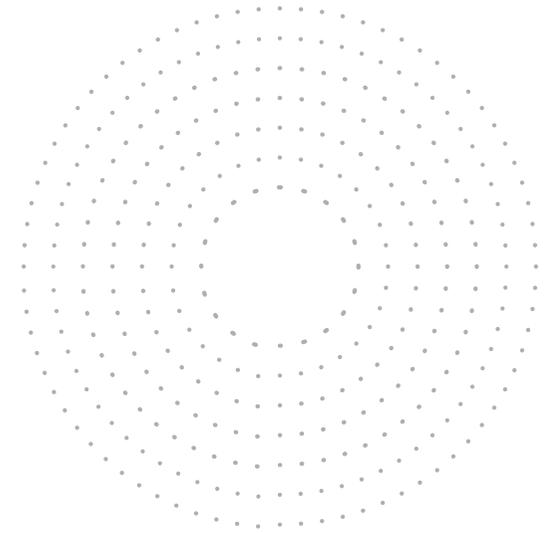


Aspiring Leaders are the high potential individuals whose influence has the power to positively impact your entire business.

At Lockstep we know how best to develop and, crucially, retain these ambitious young people so that their positive influence can be amplified in your organisation. Our learnings in this area are encapsulated and skillfully delivered in our five-month program for emerging leaders: The Aspiring Leaders Programme.

Participants in the programme learn to use their strengths to expand their influence in a leadership role and discover how to get the best out of their team. Through plotting an ideal career path for them, this initiative helps ensure these hard working, high potential individuals are retained in your business.

*The Aspiring Leaders Programme is aimed at those who have recently moved into a leadership position, are about to step into one, or will continue to be an influential force within the business in the future. Your position won't impact the efficacy of this course.*



# Testimonials

*"In general motivation levels are good, because our leadership is becoming more mature and engaged - both with each other and with their teams. This gives people the space to grow. I think it fosters motivation and excitement in our business."*

**Feedback on programme from CEO of South African property data company**

*"It seems evident that personal growth and organisational growth go hand in hand."*

*"This has longevity - it's real, and you can apply it in the workspace immediately."*

**Additional feedback from Aspiring Leaders Programme participants, from South African property data company.**

# The Aspiring Leaders programme sequence



# Outcomes

The primary benefits of the programme lie in retaining your Aspiring Leaders, developing their full potential and driving their loyalty and commitment - ensuring they remain the high value assets your company considers them to be.

Delegates complete the five-month Aspiring Leaders process feeling empowered, clear about their career path, and valued by senior leadership. They emerge with a significantly increased level of self-knowledge, armed with essential leadership skills and an improved ability to perform across the breadth of their role.



# Team

The Aspiring Leaders Programme is overseen by Lockstep Senior Associate, Tom Dawson-Squibb. Tom has a deep commitment to nurturing aspiring leaders to become culture champions within their organisation.

Various elements of the programme will be delivered by a number of the Lockstep Senior Associates, where we pay special attention in selecting the best team for our client based on competencies and cultural fit. The team comprises of industry experts with a great depth of knowledge in business management, organisational development, executive coaching and personal-professional development.



# Investment

## The investment value of The Aspiring Leaders Programme covers:

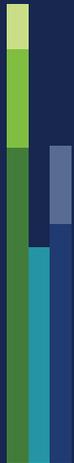
- Interactive workshops
- Integrative conversations
- Progress tracking
- Experiential learning
- Feedback loops
- Responsibility assignment

R 450 000.00 investment over a period of five months, based on a group of 8 delegates.

R 56,250.00 per delegate, based on a team of 8 delegates.

A pricing table can be provided for groups smaller or larger than 8 delegates.





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