



Dimensions
Management Consultants

4TH EDITION OF COACHING, MENTORSHIP & ORGANISATIONAL DEVELOPMENT CONFERENCE

THEME:

**Coaching & Mentoring for
Sustainable Performance**

Date: 1-2 March 2018

Time: 0800 - 1600hrs

Rainbow Towers Hotel, Harare

www.dimensionsconsultants.org



The 4TH Edition of

**Dimensions'
Coaching, Mentorship
and
Organisational
Development
Conference**

CONFERENCE PREFACE

"For organizations looking to develop their employees, coaching and mentoring can be effective techniques. Indeed, coaching is growing in popularity, with many employers using this development technique to enhance the skills, knowledge and performance of their employees around specific skills and goals." CIPD (UK) . Organizations in Africa are poised for growth and great strategy execution and coaching together with mentorship are becoming success levers which when fully implemented will trigger execution and results .

The Dimensions Coaching Mentorship and OD Conference is coming to equip leaders for sustainable performance and ensuring the Going Concern principle is confirmed and ratified for organizations . Technology is coming and the business environment is shifting in this VUCA world . Employee Engagement and Culture are key fundamentals on the Organizational Development side and Dimensions has set up Global Speakers to articulate on these key issues for organizational sustainable performance .

You can develop your organisation, mentoring and coaching them to their highest potential





Coaching is releasing a person's potential to maximise their own performance. It is helping them to learn rather than teaching them.

CONFERENCE OBJECTIVES

- 1** To create leaders who are focused on Coaching and Mentorship for effective performance
- 2** Trigger Organizations to develop and sustain performance through structured coaching and mentorship
- 3** To enhance leadership engagement in organizations for effective delivery of strategic results
- 4** To stir organizations through break through OD strategies for sustainable performance
- 5** To develop a cadre of leaders who can drive results through coaching , mentorship and OD Strategies

CONFERENCE HEADLINES

DAY 1 - 01 MARCH 2018

0830hrs -1030hrs

1. Raising Your Levels of Leadership Consciousness to Develop High Performing Teams

Speaker: Mike Taylor

"Bringing a Coaching and Mentoring Approach to High Performing Teams"

- + Understanding and applying the six dimensions of high performing teams.
- + Delegates will complete a diagnostic instrument that will assist with the diagnosis of their own organization against high performance team criteria.

1030hrs -1100hrs

Networking Tea Break

1100hrs -1230hrs

2. Leveraging Organizational Culture for Strategy Execution

Speaker: Darlington Hukuimwe

- The concept of organisational culture
- Levers of culture
- Types of culture and their organisational implications
- Role of culture in accelerating strategy execution and corporate performance
- Assessing and managing culture
- Practical approaches to culture transformation

1230hrs -1330hrs

Networking & Lunch Break

1330hrs -1500hrs

3. "Richard Barrett's Seven Levels of Consciousness for Leaders"

Speaker: Dr Sunny Stout-Rostron

- + Understanding and Working with Human Motivation in Organisations.
- + Every human value and behaviour is motivated by a specific level of consciousness.
- + At what level are you working as a leader?

DAY 2 - 02 MARCH 2018

0830hrs -1000hrs

4. Coaching to Develop Wisdom from Experience

Dr Sunny Stout-Rostron

"Developing an Experiential Learning Approach to Coaching - Working with Kolb"

- + Working with the four stages of the David Kolb experiential learning coaching model
- + All clients come into the coaching conversation with their experiences
- + How can the coach help the coachee to transform their experience and discover new thinking, feeling and behaviour that leads to improved performance?

1000hrs -1030hrs

Tea Break & Networking

1030hrs -1130hrs

5. Building Organizational Resilience through employee engagement

Speaker: Darlington Hukuimwe

- The concept of organisational resilience
- Employee engagement and its impact on organisational resilience
- Levers for building an atmosphere of engagement
- Practical dimensions for building an engagement strategy that promotes organisational resilience

1130hrs -1300hrs

6. Creating a culture of mentorship: The organizational fundamentals required for mentorship to thrive

Speakers: Mike Taylor and Dr Sunny Stout-Rostron

"Creating a Mentoring Culture"

- + What are the steps to be followed in creating a mentoring culture in organizations?

"Mentoring in a Thinking Environment"

- + The Four Stages of the Mentoring Process - a Practical Application of the Mentoring Process in pairs
- + Introducing the principles and the practice of the Thinking Environment as applied to the mentoring process.
- + Creating the mentoring relationship

SPEAKER PROFILE



Dr. Sunny Stout Rostron

Director - People Quotient (PQ)

Founding President - Coaches & Mentors South Africa (COMENSA)

With over 25 years' international experience as an executive coach, Sunny believes there is a strong link between emotional intelligence and business results – she works with executive leaders and their teams to help them achieve individual, team and organisational goals.

Sunny has played a leading role in building the emerging profession of coaching, and her passion is to develop the knowledge base for coaching through research and the critical reflective practice of dedicated practitioners. Sunny's philosophy is that coaching is about helping clients to 'learn from and create wisdom from their own experience'.

Looking at 'mastery of practice' rather than simply 'being the expert' to progress our own and our clients' personal and professional growth, Sunny encourages coaches and clients to create the space for conversations that get to the heart of issues and concerns that can create change at an individual, team and systemic level.

Sunny's Books:

- + Leadership Coaching for Results: Cutting-edge practices for coach and client (Knowres, 2014),
- + Business Coaching International: Transforming individuals and

SPEAKER PROFILE



Michael Taylor

Director - People Quotient (PQ)
CEO - Xponential (South Africa)

Michael Taylor has extensive practice at executive through to first line management levels. With 15 years coaching experience, and 25 years of business experience. Michael has designed a Transformative Coaching© Framework, and sees coaching as a critical means of support to assist leaders in charting the way forward for their organisations. Just as athletes know the burn of pushing their muscles to make them stronger, leaders who train their minds will become intimately familiar with the discomfort and soreness of stretching beyond their mental limits.

A core aspect of coaching is experiential learning. Through reflection, experience is expanded using probing questions. And, through questions, the whole person is engaged and the relationship between coach and client grows into greater degrees of trust. As trust builds, so challenge can enter the relationship. At the end of a session, shared understanding is reiterated and an action plan is formulated. Michael has continuous engagement with thought leaders like Dr Sunny Stout-Rostron and others in the field. He ensures continuous mentoring of emerging young coaches and involves them in a variety of projects.

SPEAKER PROFILE



Darlington Hukuimwe

Organisational Development Specialist

Darlington is a seasoned OD practitioner and certified Change management Expert who works as a Manager in PricewaterhouseCoopers People and Change Unit. Darlington has done extensive work across Southern Africa, helping them address complex people and corporate performance challenges towards realisation of their goals.

Investment - \$300

Inclusive of training, conference facilities, meals for the whole conference per delegate

Venue - Rainbow Towers, Harare

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