

UPCOMING TRAINING WORKSHOPS

Training is essential for the growth and development of any organization with significant benefits. Research has shown that companies that offer comprehensive training programs have 218% higher income per employee than companies without formalized training, and experience a 24% higher profit margin than those who spend less on training (American Society for Training and Development - ASTD, 2018).

Laura & Partners is offering training workshops in **Emotional Intelligence, Supervisory Skills, Management and Leadership Skills, Compensation Restructuring and Teambuilding.**

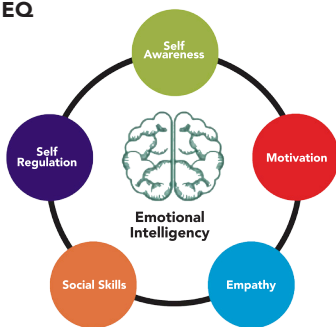
Facilitators/Trainers

Highly competent professional Facilitators with immense practical industry-led experience in the respective training areas.

1. EMOTIONAL INTELLIGENCE (EQ)

Emotional intelligence (EQ) is the ability to monitor, perceive, recognize, reason about, and understand emotions, and to use emotions to guide actions, solve problems, enhance thought, and promote growth.

Why EQ



EQ is essential to the wellbeing of employees, managers and leaders in creating a positive work climate in organizations.

Topics:

- Core EQ skills (self control, self analysis, empathy)
- EQ Competency

Management Relationship Effectively

- Emotional Intelligence in the workplace Benefits
- Understand self and employ emotions for better decision making
- Learn how to manage emotions and be intentional to obtain expected results
- Master how to build trust by displaying sensitivity and concern for others
- Be able to promote good work climate and serve as source of motivation

Target Audience

- All Staff – EQ helps employees be effective in their work and personal interactions
- Managers – Helps managers to be effective and efficient leaders in organizations

Dates

All Staff: 21 May 2019

08:30 -16:00

Cost: K2,500 per participant

Managers/Leaders: 28-29 May 2019

08:30 – 16:00

Cost: K3,000 per participant

Venue: Twangale, Lilayi

2. SUPERVISORY SKILLS

Supervisory skills entail fundamental competencies of how to manage and communicate more effectively with employees for the well being of the organization.

Why these skills

Helps supervisors impact the quality of work, level of productivity and work attitude of the employees they direct in a positive way for the success of the organization.

Target Audience

- Supervisors and Team Leaders

Topics:

- Understanding the transition to, and responsibilities of a supervisor
- Planning, setting targets and delegating work
- Managing performance and giving feedback
- Managing conflicts and difficult team members

Benefits

- Gain effective supervisory skills
- Gain confidence by practicing the skills in a safe training environment
- Learn how to build effective teams
- Interact with other supervisors and network

Dates

11-12 June 2019

08:30 – 16:00

Cost: K3,500 per participant

Venue: Twangale, Lilayi

3. MANAGEMENT AND LEADERSHIP SKILLS

To lead more effectively, managers and leaders need to be equipped with requisite skills in management and leadership.

Why these Skills

Management and leadership skills entail important competencies that help drive the organisation towards efficiency and meeting organizational objectives and goals. They are essential to having a highly productive and motivated workforce as well as the survival of business in a competitive environment.

Topics:

- Difference between a manager and a leader
- Planning and managing work
- Leadership theories and styles
- Managing team performance
- Core management and leadership competencies: Problem solving, decision making, managing conflicts in the workplace, problem behavior, emotional intelligence, time management, communication skills, team building and change management.

Benefits

- Understand the managerial and leadership roles
- Gain effective management and leadership skills and be able to implement an effective leadership style
- Learn how to capitalize on strengths and improve areas of leadership weakness
- Ability to succeed under pressure

Target Audience

- Supervisors, Managers, Executives and Team Leaders

Dates

26-28 June 2019

08:30 – 16:30

Cost: K4,000 per participant

Venue: Twangale, Lilayi

4. COMPENSATION RESTRUCTURING

Compensation restructuring entails designing and implementing compensation structures with a systematic approach to providing value to employees in exchange for work performance.

Why Comp. Restructuring

To attract, reward, motivate and retain employees.

Topics:

- Compensation as a Strategic Human Resource Tool
- Remuneration policy
- Market-Competitive Compensation Structures/Plans
- Creating Internal parity in Compensation Plans
- Contextual Influences on Compensation & Compliance issues
- Restructuring compensation and implementation considerations

Benefits

- Understand remuneration principles
- Understand prevailing market trends and practices
- Gain skills to design, develop and implement an organisational remuneration structure

Target Audience

- Management, HR, Remuneration Specialists, Finance Specialist

Dates

17 July 2019

08:30 – 16:00

Venue: Twangale, Lilayi

Cost: K2,850 per participant

5. TEAM BUILDING

Team building is a process of establishing and developing a greater sense of collaboration and trust between members, deliberately helping a group develop into a cohesive and effective unit. Team building is a process, not an event.

Why Team Building

Teambuilding helps individuals to work together towards a common vision and direct accomplishments towards organizational objectives.

Topics:

- Definition and purpose of a Team
- Team Development stages
- Team Management skills
- Essential skills for teamwork and success

Benefits

- Understand one's role in a team
- Understand the Team development process
- Gain requisite skills for teamwork in a highly practical environment
- Be able to manage a team

Target Audience

- Whole organizations

Dates & Costs

To be agreed with individual organizations

Venue: Twangale, Lilayi

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