

Avanza experience – the On Track Leader

THE CHALLENGE

The Avanza Experience is an invite to improve and fundamentally change the current leadership in your senior management team. The main focus is to close the gap on leadership, let me call it the authenticity gap, where leaders learn to become true to themselves and lead from a 'command' perspective!

The most difficult thing for any leader today is to 'back off' knowing that by doing so he or she will allow others to take up their space and do the work as agreed. But then we get disappointed for many different reasons:

- ✓ *What was clear in my mind is not the same for them*
- ✓ *The obvious is not happening*
- ✓ *The fundamentals are not in place*
- ✓ *Working with the end in mind is just not happening*
- ✓ *There is no buffer – everything is crisis management*
- ✓ *Commitment is not the same*
- ✓ *The most important things are not prioritized*
- ✓ *People are just too busy analyzing and measuring without getting the results*
- ✓ *There are too many unhappy faces*

*The pressure put on managers today is enormous and the expectations to perform are getting tougher by the day. **With this in mind the Avanza Experience for senior management leaders were put together.** The ultimate aim is to facilitate an experience where leaders will learn to take up their appointed space with confidence, deliver on results and lead from the front! The Leader in Command!*

YOUR DILEMMA

Whatever the reasons, as Senior Managers, we do get frustrated. The next obvious for us as leaders is then to put more pressure on the system as a whole or start doing more of the work ourselves. The net result is more controls, more reports, more noise and this is not what you want in any business that is already under pressure to perform.

The way out? Well, you seldom have the luxury of more time. For you the pressure is on and the results is needed right now. To blame it on the system or the past is not really going to do it. You have to find a way out of this.

*Now read the following few pagers and **the offering should be clear.***

Callie Roos

Callie Roos & Associates

0126547983 / 0823722790

callie@onpurpose.co.za

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A SOLUTION

During the past 7 years I had the opportunity to facilitate the most influential Senior Management Team intervention (called the On Track Advance) in South Africa. This intervention was experienced by many senior business teams in corporates like AngloGold Ashanti, Anglo Platinum, EXXARO, SASOL, Harmony, ASA Metals and many others, spending millions and some even repeating this amazing experience with the same team up to four times. These experiences have now become a building block for the next phase namely the LEADER IN COMMAND – the AVANZA experience.

*On top of the above Arrie van Niekerk and myself facilitated many business turn-around opportunities from a Theory of Constraint perspective where we optimized the flow, resulting in a production improvement anything from a 15 to 50 percent on the bottom-line performance of the business. In all these learning experiences we became aware of one important aspect and that is **the importance of Leadership or the lack thereof**. The inherent capacity of the appointed Leader to want to lead his or her people differently is what made the biggest difference in all these success stories. This is how simple it has become.*

***In all the interventions where the impact was substantial and the change was sustainable – leadership defined it.** Please note (also in the quote below) that a leader who is in command is not obsessed with control and local optimization, cost saving strategies and a fear of making a mistake.*

"People and more so leaders want to be in control, this resulting in the biggest fallacy on planet earth. Our obsession with wanting to be in control destroys the spirit of the human being and ultimately the soul of society or a great business." - Callie Roos

For these reasons the LEADERS IN COMMAND - AVANZA experience was created. This time the focus is not on the team or group's performance but on the individual leader in the business unit.

HOW IS THIS ACHIEVED?

Rather uniquely! We fuse personal experiences in nature with the business environment to illustrate the symbiotic relationship of lessons that can be implemented into a healthy workforce climate. Once that picture is clear we then deal with the leadership needed to make it happen. A singular experience can transform your leadership thinking and approach. We will have a number of these experiences.

*This challenging reframing part of the Leader in Command journey is an **African Wilderness experience** where the Business Dynamics then change through nature. This business break*

through connects the leader and their passion through the symbiotic relationships between mankind and nature.

You will hands-on experience the principles that define an open system and why it works in nature. It also defines a complex business environment and the leaders ability to deal with such a system.

This is by far the most provoking life changing experience with sustainable **impact on your Leaders to excel in business. The outcome is the **intrinsic reframing of the Leaders mental models.** One such an **experience in the African Wilderness** can transform everything. This we already know from our previous experiences.**

WHAT IS OUR OFFERING IN THIS EXPERIENCE?

The Leaders in Command journey will redefine the participant's current business successes to become more **significant**. This implies new thinking or a mental model that is clear on:

- ✓ The reason for existence and purpose.
- ✓ Understanding of the reasons why businesses fail and what will be fundamentally different going forward.
- ✓ The intent of leadership and clarity on what is needed.
- ✓ A leadership approach that is more agile, adaptive, responsive and fast in an unpredictable changing environment.

We will energize you to want to advance (be in command through independent thinking).
This **in command** is defined by:

- ✓ How we as leaders guide and facilitate overlapping processes.
- ✓ How we allow for the freedom of ideas to flow.
- ✓ How we build the trust in others to explore and discover.
- ✓ How we raise the confidence of others by walking away.
- ✓ How we end up becoming trustworthy ourselves.

For the above we need a leader that is authentic and genuine. **The leader in command therefore has a strong self with clear direction, a spirit of calmness and an intuitive skill to trust what is already there and waiting to be discovered.** Neither knowing nor being in control is what defines him / her. This is what it means to be in command!

In the Command experience we unleash the potential within individual leaders **to want to lead their world and context from the front with confidence, high levels of assertiveness, commitment and the tenacity to sustain results.**

The higher-level outcomes in this weeklong intervention will be to:

- ✓ Allow for the organic capacity in the organization that we serve to grow, be creative and to innovate.
- ✓ Create the confidence to advance and explore the boundaries of the unknown, to read the signs in order to anticipate what is still to come.
- ✓ Discover the **intelligence of possibility** where the unknown becomes your playing field.
- ✓ Understand there is no guaranteed future; we need to discover it as we go along.
- ✓ Reclaim our true space as human beings by fulfilling our life's purpose in this journey.
- ✓ Discover the inherent capacity to explore, to care, to **become**.

These outcomes are based on a premise that leaders need to be in command more. What this would mean for those that follow **is a clear direction of where you are going and why, clarity on what you want and what your intent is, supported by a few guiding principles which you will never compromise.** That is it, that's leadership. Until you have this picture clear in your own mind and what it means to you, you will always be uncertain and unclear and never be satisfied with your true calling. In this week this picture will become clearer for the individual as we go.

The outcome in this wilderness experience is a leader that is **'in command'**!

THE INVITE

To extract as much possible value from this experience we **have decided to invite participants of different businesses or corporates to join us in the Timbavati for a four night, five-day experience.** We want to believe that inviting individuals from different industries or corporates into one will also stimulate more focus, more sharing and better learning.

Please note that this is not a theoretical lecture approach on leadership. We will rather discover through the collective intelligences in sharing our deeper insights about life and business. In these experiences we will allow for **enough reflection and intrinsic reframing** in order for participants to want to change current leadership behaviours and strategies.

We want to transform businesses and their leaders for advanced performance by challenging current mental frames and replacing these with alternatives. For this we need to energize businesses leaders for sustainable performance. We get leaders to want to **ADVANCE!**

THE FACILITY & SURROUNDINGS

We go to a big five open system of bush-veld savannah in the Timbavati for many reasons:

- *We have thousands of hectares to explore...*
- *All big five game are guaranteed which makes it a great experience for most guests*
- *Only 8 people / guests can attend (sharing) that gives us one vehicle to drive in for a more personalized exclusive experience.*

ON COSTS

All the private game reserves in Southern Africa are very expensive. However I have used these lodges over years with many different corporates and never was costs really an issue. There are no hidden or buffer costs in the cost framework.

We need to fill up the places and would preferably not take more than two people from one corporate. In total we have only 8 places available. Please note that it will also be possible to take all 8 participants from one corporate / business. In this scenario it could be participants from different Business units.

The cost per individual is R29 750,00 (vat excluded). This then would include accommodation sharing, meals & soft drinks, facilitators fee, field guides & trackers fees, game drives and field walks, caterer, gratuities to the camps staff & guides, workbook & other support material, corporate gifts, conservation levy. It will exclude travel and expenses getting there, gate fee per vehicle costs as well as any alcoholic beverages as this will be for own account.

Please understand that for reasons of cancellation fees at the lodge we will ask for an in advance deposit amount that is not refundable if we cannot replace a candidate once the booking is confirmed.

NEXT STEP

Get possible candidates on your side, indicate your intent to send at least 2 people and we will start with the necessary booking paperwork.

We will confirm your booking and get an invoice to you in advance.

Booking will be confirmed and we will get the necessary preliminary reading work to the attendees.

We will ensure that the participants receive detailed information on program, dietary requirements, times and what to bring along.

THANK YOU!

Callie Roos

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