



INTRODUCING THE OASIS LEADERSHIP JOURNEY

SUSTAINABLE INVESTMENT IN LEADERSHIP

WELCOME

This offering is directed towards organisations that want to invest in sustainable leadership. The OASIS journey builds play, purpose and potential directly into your organisational culture by guiding your leaders through an immersive experience. During the journey your leaders will work directly to build motivation levels, enhancing both employee and customer value propositions.

Our focus is to enhance adaptive leadership traits through learning, coaching and real life practical application, directly into your business. The experience is supported by Empanda's interactive toolset that enables learning, coaching, action plan management, as well as a view of improvement insights.

INTRODUCTION

Empanda is inspired by Vega Factor's seminal thinking around 'Total Motivation' and has designed a leadership experience that enables organisations to mobilise and sustain motivation levels in order to drive performance. In particular, the experience works to enhance 'adaptive' performance, which is critical to enabling creativity, innovation and agility.

OASIS focuses on enhancing the quality of dialogue between different levels of leadership by building 'ToMo' or Total Motivation levels within teams. What is distinctive about our approach is that it is simple, practical and supported by business coaches. We work with syndicates of your leaders to create interconnected peer groups that build long term value.

The experience is designed to ensure your leaders feel valued and recognised by your investment in their development. Our facilitated approach ensures a journey that commits to immediate action that will optimise and improve business results in a way that is aligned to your strategy and objectives.



PLAY PURPOSE POTENTIAL

WE DRIVE VALUE THROUGH MOTIVATED LEADERSHIP

BENEFITS OF OASIS

There is a significant body of research that demonstrates that ‘Total Motivation’ drives a material improvement in business performance. Engage and partner with us and OASIS will:



Invest in and develop leaders that are fit for the future



Enhance agility, creativity and innovation in teams



Create a high performance culture



Directly strengthen your employee value proposition



Align your employees to focus on customer centricity



Rapidly drive business results and profitability

If you are interested in engaging with Empanda to deliver OASIS for your organisation, let's have a conversation.



ENGAGE ENABLE EVOLVE

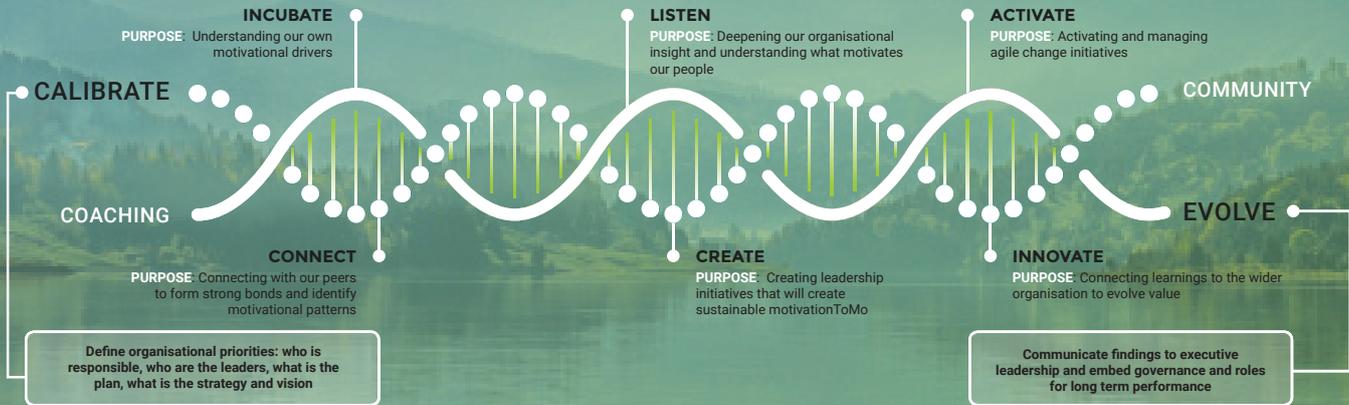
METHODOLOGY

We start by calibrating the programme to your organisational goals and priorities to ensure strategic alignment. The journey contains 6 unique and connected phases, each designed to take leadership to the next level. Our approach is syndicate based, ensuring strong relationship building between colleagues.

There is a strong focus on enabling cross organisational communication, as well as highly effective engagement between organisational layers. Leaders will directly grapple with the vision, mission and objectives they are responsible for. The journey supports leaders in enabling deep and sustained understanding within motivated and empowered teams.

Before the course starts, leaders are prepared by doing an assessment of their own Total Motivation, and at the end of the course, the syndicate of leaders doing the course make recommendations to senior management, or appropriate business improvement stakeholders, ensuring your organisation is primed to perform.

THE OASIS LEARNING JOURNEY



TOTAL MOTIVATION

'Total Motivation' is the driver of adaptive performance and occurs when the people in your organisation do their work because of play, purpose and potential, and not because of emotional pressure, economic pressure or inertia.

Our approach builds ownership for the idea of being a leader and enables immediate steps for your people to first observe the level of total motivation within their teams, and then to take steps to effect improvement. Your leaders build recommendations for improvement and for sustaining motivation levels.

This stimulates an authentic dialogue on ideas that will increase motivation levels and directly enhance business performance.

DIRECT MOTIVES

PLAY
PURPOSE
POTENTIAL



INDIRECT MOTIVES

EMOTIONAL
ECONOMIC
INERTIA

'Total Motivation' is a measurable framework for building adaptive behaviours in individuals and teams. OASIS uses this framework with managers to place responsibility for owning a leadership role. This enables the creation of practical and effective action plans that rapidly align and motivate teams so they are primed to perform.

TOTAL PERFORMANCE

ADAPTIVE PERFORMANCE



TACTICAL PERFORMANCE

Corporates today tend to have tactical strength, but are constantly asking for leaders that demonstrate more adaptive behaviour, including demonstrating high levels of engagement, a growth mindset, collaboration, innovation and creativity. OASIS unlocks a pathway towards more adaptive approaches.

CULTURE ECOSYSTEM



We direct the attention of your leaders towards identifying how to strengthen direct motives by looking at how operations function to galvanise opportunities for play, purpose and potential, whilst working to mitigate any factors that are resulting in damage to motivation levels.

ABOUT EMPANDA

Empanda is a people consulting organisation with expertise in coaching, leadership and development. We support our clients with organisational change management and learning and development services. We also have a talent team that is focused on helping our clients to build their organisational development capabilities. The OASIS initiative has been developed at our Inspiration Centre, which is a thought facilitation venue based at our headquarters.

Our consultants are supported by our Interactive Team, which is an eLearning boutique that also provides graphic design, branding and other strategic communication services. We have worked successfully on major transformation programmes across Sub-Saharan Africa.

We believe that enabling people to fulfil their potential is best achieved when we engage playfully to create opportunities for people to evolve and lead with a true sense of purpose.

www.empanda.co.za

CONTACT US

We are passionate about people-led transformation. We are driven to help our clients engage the best talent, enabling highly effective change in an ever evolving world.



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