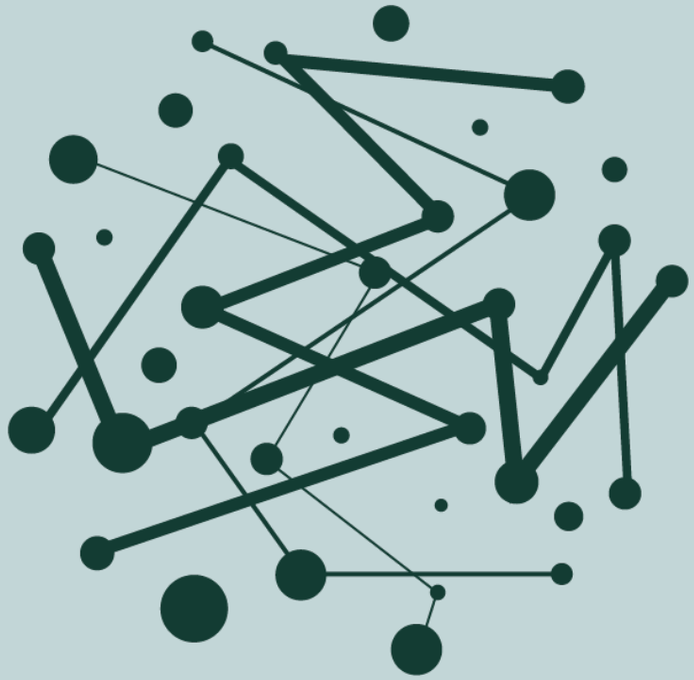

SAFFRON BAGGALLAY
AND ASSOCIATES

KIND-LEADERSHIP® PROGRAMMES
FOR GROWING LEADER-LED COMMUNITIES

OUR PROSPECTUS 2020

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

We develop Kind-Leadership® programmes to grow a results-focused employee community, based on *authentic trust*. A community who feel safe with one another can manage stress & engage optimally together for future-proofing the organisation.

This is critical in a post-COVID workplace.

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

KIND LEADERS®

Build self-connection through self-awareness.

Grow self-esteem and confidence.

Listen with understanding rather than defensiveness.

Connect with themselves & others to inspire collaboration.

Communicate intentionally.

Navigate diversity & build community.

Focus their own & the teams' energy for engagement & success.

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

CONTEXT

In 2019 the World Economic Forum stated that emotional intelligence is the *number one critical competency* for business success because of an unprecedented need for *emotional & mental resilience* in the face of change.

This was even before COVID, which threatens to reshape our normal as we knew it forever; and has sent us all into spirals of emotional chaos in the face of high-speed change and uncertainty.

We focus on equipping delegates with *practical tools* needed to 'future-proof' their performance and success.

We call this Kind-Leadership®.

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

WHO WOULD BENEFIT

Decision-makers

Managers (middle, upper middle and senior)

Executives

Directors

Entrepreneurs

Interns

We have worked at multiple levels in organisations across industries both in South Africa & Africa. Please see our website for testimonials.

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

DELEGATE'S TAKE AWAY

Build self-connection through self-awareness.

Grow self-esteem & confidence.

Listen with understanding rather than defensiveness.

Learn to pinpoint, understand and manage emotions.

Inspire collaboration in others through leading self.

Navigate diversity and build community.

Focus their own and the teams' energy on engagement & results.

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

SOLUTIONS

1 Quality Design

We design bespoke programmes in line with your organisations' context and needs. We focus on building interpersonal & intrapersonal skills that compliment your business strategy, values and competency goals.

2 Quality Development

We position our design in the context of global trends impacting business & human capital, as well as industry challenges within the global, African and South African context. We also listen to your specific needs and requirements, which we use as our programme-focus alongside our material.

3 Quality Delivery

Research shows that once-off facilitation is not sustainable. Thus we use a blended approach of e-learning (our Kind Leadership Lab, keynote, classroom style facilitation, individual & group coaching & immersive experiences. This ensure sustainable behavioural change according to your needs.

4 Quality Downloads

We offer two behaviour competency assessments. Both form the basis of each individuals' personalised road-map for their development on the programme. We recommend that they are taken before and after the programme so that progress can be accurately measured and the organisations' ROI can be assessed.

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

LOGISTICS

40 hours of facilitated information sessions spread over 6 months

Delegates are given tasks to engage with in-between information sessions

After every information session delegates engage in a group coaching session (coaching circle) to embed or inculcate the learning & build a sense of community

Delegates can engage with immersive experiences so that they can become emotionally connected to what they have learned in order for learning to be sustained and for practical behavioural change to take place

SAFFRON BAGGALLAY
AND ASSOCIATES
www.saffronbaggallay.co.za

WHAT ELSE WE OFFER

Kind Leader® To Coach Programme

Kind Leadership® Masterclass

Kind Leadership® On Line Learning Lab

Kind Leadership® Coaching

Kind Leadership® Immersive Experiences