



LEADConnect

Equipping leaders to connect, inspire & engage
in the new world of work

Nurture wellbeing. Drive engagement. Inspire growth.

Leading effectively in today's rapidly evolving world of work requires new skills and tools

The new workplace is characterised by flexible work models, continuous change, disruption, and an increased emphasis on agility, wellbeing, mental health and belonging. Leaders also face challenges such as navigating blurred boundaries between work and life, sustaining team cohesion, and retaining talent in the face of shifting expectations.

While the fundamental principles of leadership remain unchanged – building relationships, holding people accountable, and fostering a culture where employees thrive and contribute discretionary effort – the methods and tools required to achieve this have transformed.

On-site leadership is about more than physical presence. It's about creating an environment where individuals thrive and teams collaborate seamlessly, something that is, of course, even more challenging in a remote or hybrid working environment.

Key People Management Challenges of the new workplace

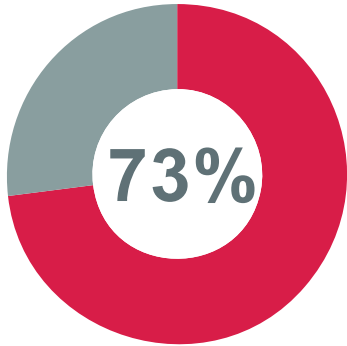
- Building trust and connection with dispersed teams.
- Maintaining accountability without micromanaging.
- Fostering a sense of belonging and inclusion.
- Managing performance and providing feedback effectively.
- Supporting employee wellbeing and mental health.
- Retaining top talent amidst shifting expectations and increased mobility.

“Leadership in today's world is about building a culture where people feel they belong, and where innovation thrives. It's not just about profits; it's about people.”

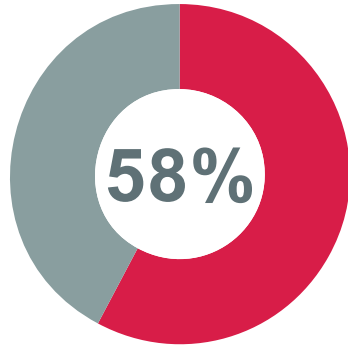
Indra Nooyi, Former CEO of PepsiCo



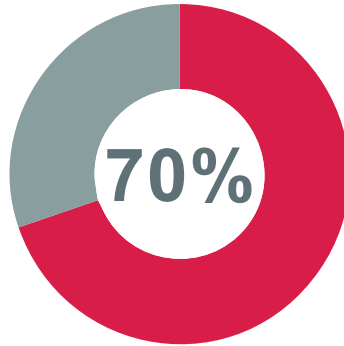
2. The reality in the virtual or hybrid environment



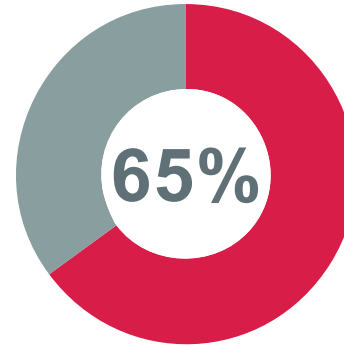
Managers feel they are unprepared to lead hybrid teams
Gallup 2024



Managers are worried about not being able to detect signs of employee demotivation in a hybrid setting
Statista 2022



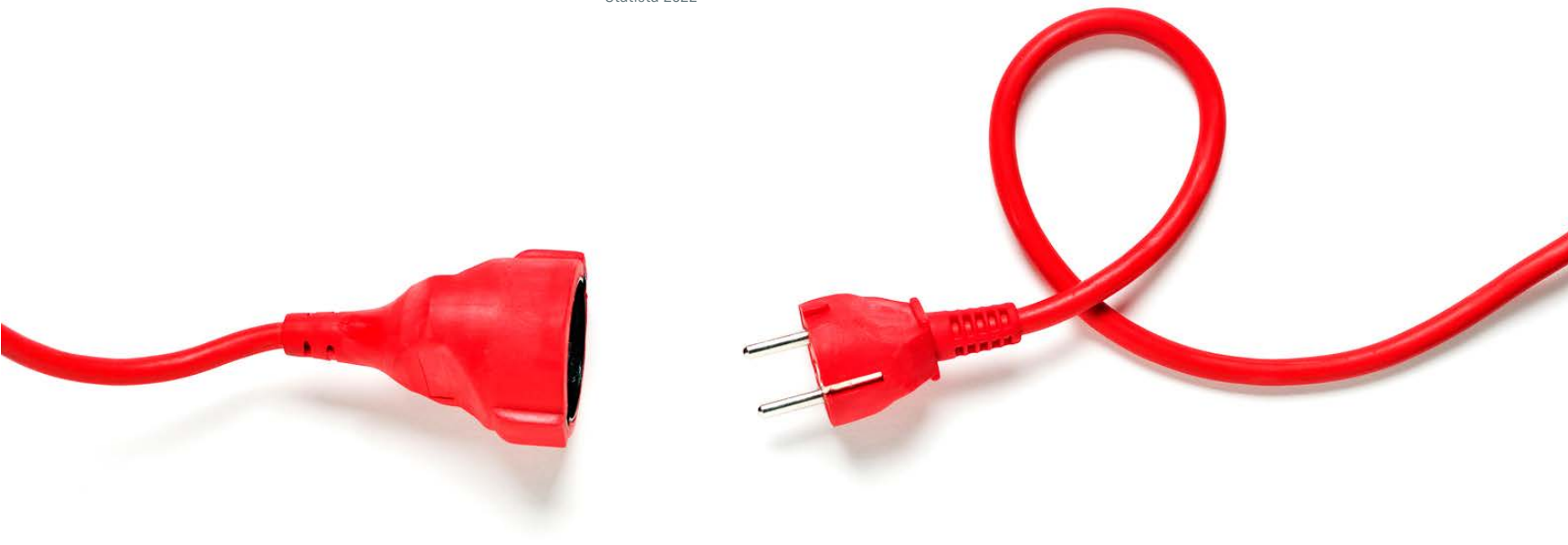
Managers experience effective communication in hybrid teams as a significant challenge
Forbes 2024



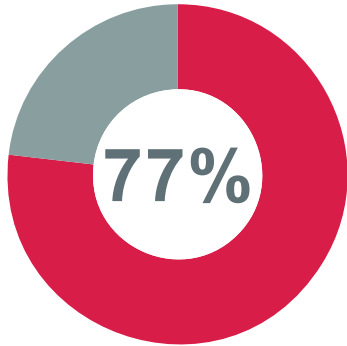
Of employees rated their virtual leader as ineffective
Culture Wizard, 2020

“ Leaders today need to balance empathy with execution. In a hybrid world, we’re all learning as we go. The challenge is to create an environment where people feel connected, inspired, and empowered to do their best work, no matter where they are. ”

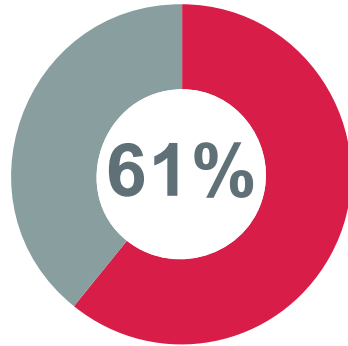
Satya Nadella, CEO of Microsoft



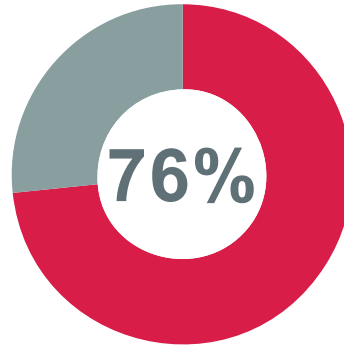
3. The reality in the in-person environment



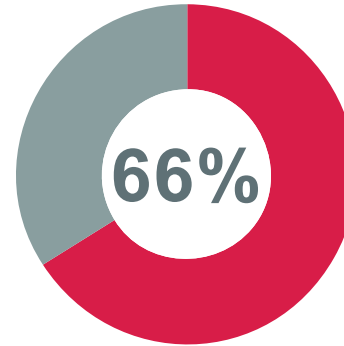
Employees are not engaged
Gallup Global Workplace report 2024



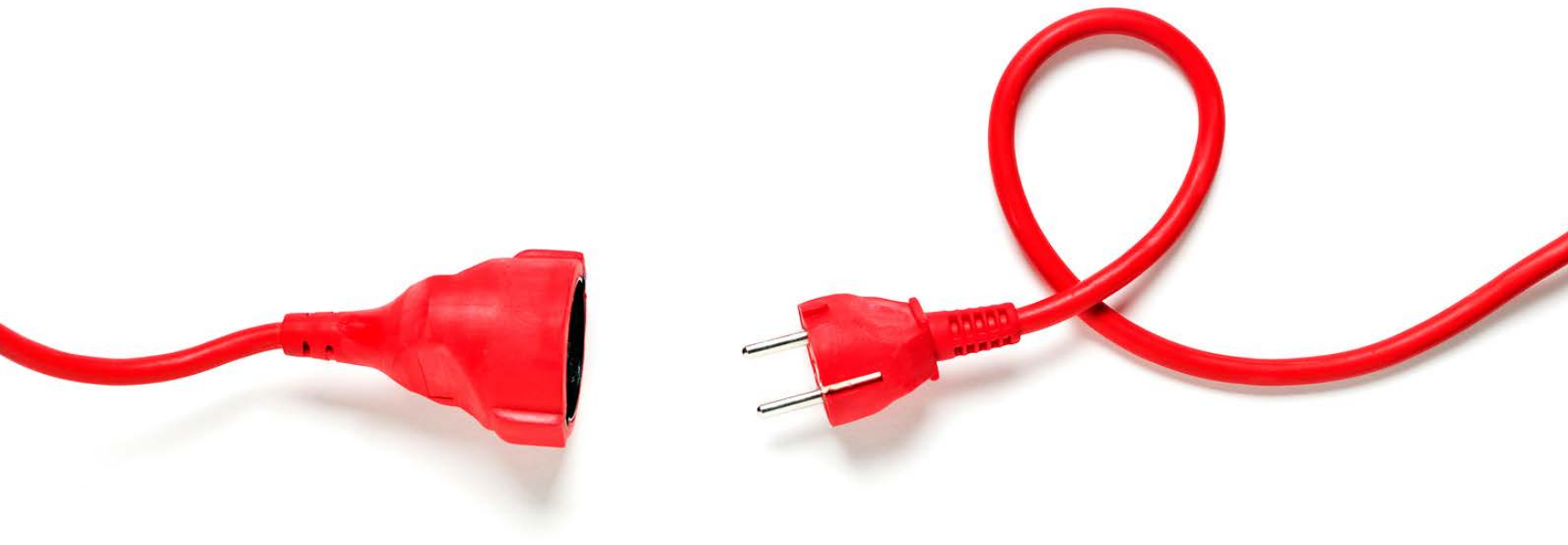
Employees say their job negatively affects their mental health
Deloitte Human Capital Trends 2024



Employees do not experience that their employer cares about their wellbeing
Gallup 2024



Employees are either suffering or struggling emotionally
Gallup Global Workplace report 2023



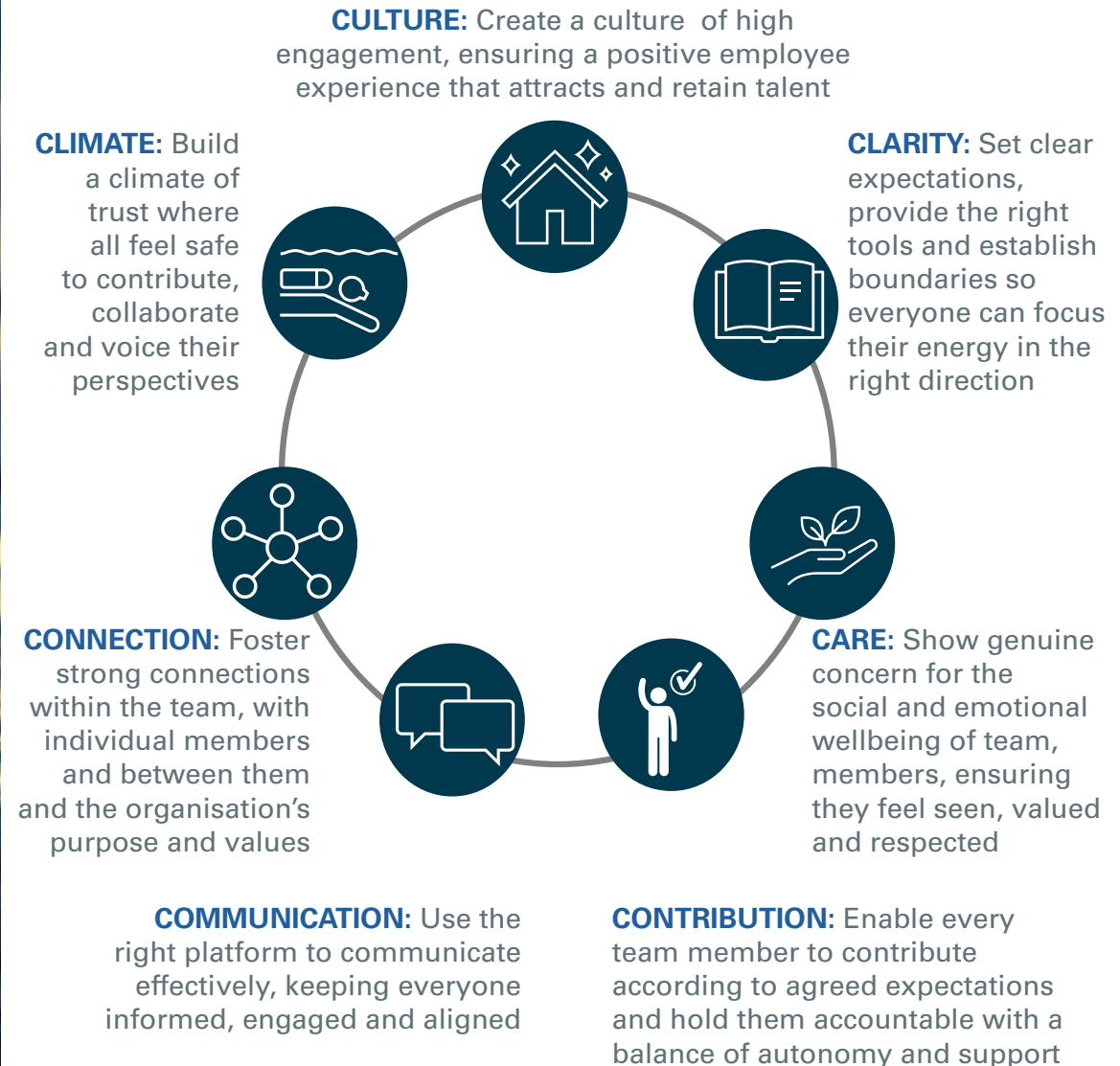
“ We tend to think that what matters is having outstanding leadership at the senior level. Great leadership at the top doesn't amount to much if you don't have exceptional leadership at the unit level. That's where great things get done.”

The re-education of
Jim Collins, Inc



“When the music changes, so must the dance.”
African proverb

LEADConnect provides the mindset, skills, and practical tools needed to help leaders adapt, connect, inspire, and engage their teams in the new world of work.



5. The Content: A menu of 10 sessions

- 1. Navigating Leadership in the New Working World:** Tailor your approach to leadership to address both challenges and opportunities, enhancing team members' experiences across all environments, with special attention to virtual and hybrid settings.
- 2. Engage with Purpose:** Incorporate the 4 engagement connections into every interaction, ensuring alignment with the organisation's broader purpose and goals.
- 3. Empower Your Team for Success:** Address physical needs by providing essential tools and resources, and emotional needs by establishing clear team agreements and setting healthy boundaries.
- 4. Transform Team Meetings:** Optimise the structure, timing, and duration of meetings. Open and close with purpose and use tools effectively for impactful virtual and in-person discussions.
- 5. Encourage Active Participation:** Apply 10 proven strategies to boost engagement and involvement during meetings. Adapt these techniques for virtual and hybrid formats.
- 6. Maximise the Value of One-on-Ones:** Shift the focus to meaningful "check-ins" rather than "check-ups." Offer recognition, deliver constructive feedback, and use versatile templates for various one-on-one scenarios, including virtual settings.
- 7. Prioritise Team Wellbeing:** Use the wellbeing continuum to identify stress and burnout. Make wellbeing a regular agenda item and master the art of initiating impactful wellbeing conversations.
- 8. Foster Psychological Safety:** Leverage tools like the Speaking Up Ladder to encourage open dialogue, innovative ideas, and constructive feedback, ensuring all team members feel valued.
- 9. Build Trust and Accountability:** Implement the 4 C's of Trust and reinforce accountability through the ART model (Action, Repetition, Trust) to thrive in hybrid and traditional environments.
- 10. Strengthen Team Cohesion:** Promote belonging and inclusion by creating intentional connections through team-building activities, celebrations, and shared rituals. Adapt these practices to suit hybrid and virtual teams.


Nurture wellbeing. Drive engagement. Inspire growth.

“What we plant in people is more important than what we pour into them.”

Alinda Nortje CEO Free To Grow



6. What makes LEADConnect different



“Having known Free To Grow for 20 years, I was concerned that the ‘magic’ would be lost presenting the leadership sessions virtually. I was delighted to see that Free To Grow was as good, if not better, virtually.”

Phila Zondeki,

Head of CEO HR, Wesbank at the time of attending LEADConnect

This journey provides organisations with a new way to equip their leaders to **LEAD** in the new work environment.:

L

The content of each session has been carefully selected to focus on the most useful and relevant **LEARNING NUGGETS** on the topic. Every nugget grows understanding, builds skills and shares practical tools succinctly.

E

Participants are **ENGAGED & ENERGISED** throughout, utilising the learning time optimally to focus on the topic at hand. They leave inspired, their ‘own cups’ having been filled.

A

Every session is designed for maximum **APPLICATION**. Between sessions, participants apply the tools and skills gained in the previous session and start the next session with a reflection focused on:

- spotlighting successes that can become best practices
- identifying and addressing remaining challenges

D

The learning journey is delivered in **DIGESTIBLE CHUNKS** of 90 mins each that are easily accommodated in busy schedules. This eliminates the common resistance towards attending longer duration programmes.

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1. Equip

i) LEADConnect virtual sessions

- 10 x 1,5 hour interactive sessions presented over time
- Maximum 16 participants to provide the opportunity for active engagement

ii) LEADConnect toolkit

Participants receive an extensive selection of hand-picked or specially created resources including:

22 step-by-step guidelines for:

- facilitating meaningful conversations in team meetings on topics such as wellbeing, psychological safety, boundaries and virtual etiquette
- dynamic one-on-one conversations e.g. questions to spark thinking and topics to discuss
- running effective team meetings e.g. using a parking lot, engaging team members through the seven virtual team roles, and camera on/off guidelines

25 slides to use in team conversations to help create a common language around the various topics

20 infographics to provide an overview of key skills and processes at a glance

22 fun openers to create high energy and 317 opening questions to bring all the voices to the room in every team meeting

51 links to handpicked articles of value in the public domain

16 additional tools:

- templates for virtual meetings, one-on-ones, and for creating a team charter in virtual/hybrid teams
- virtual centering exercises to create focus at the start of meetings
- anonymous polls to reflect how safe team members feel to speak up in team meetings or identify their remote/hybrid working challenges
- articles, e-books and checklists



2. Embed (Optional)

Integrating individual or small group online coaching to support the application of learning.

“Leaders grow, they are not made.”
Peter Drucker





“Having experienced Free To Grow’s programmes years ago, I know the value of their methodology. Engaging them a decade later – and this time virtually – it’s great to find their methodology as impactful as ever.

The feedback from the group of Directors who attended LEADConnect is exceptionally positive. People are impressed, to the degree that they have recommended this programme for the Executive Team.”

Keitumetse Moagi

Senior Specialist: Learning & Development



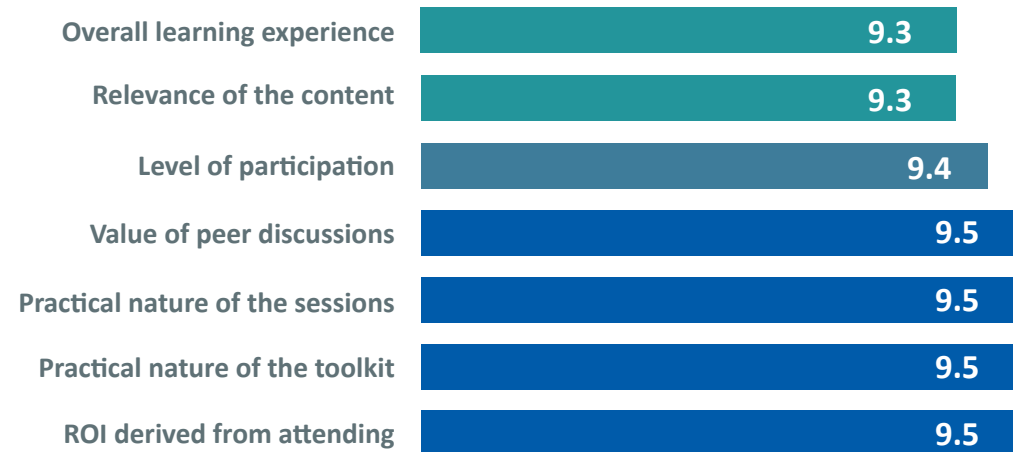
“I want to thank you – the feedback on LEADConnect is excellent! Our Directors found the practical and engaging nature of the programme insightful and refreshing. LEADConnect gave them the opportunity to connect as a team, explore common challenges and then gain practical tools to address these.

People are impressed and we are experiencing a lot of change in how they are communicating.”

Ronewa Rokho

Specialist: Learning & Development

Participants’ evaluation of LEADConnect on a 10 point scale, with 1 being poor and 10 being excellent



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9. What do some of our clients say



“LEADConnect’s tools have been instrumental in guiding my leadership style since working from home. The tools lead you to be intentional, have a purpose, understand the bigger picture, plan and always participate. The APGAR stress model helped with how we engage with one another.

We were able to openly share our working from home challenges and be in the moment. The latter resulted in improved relationships and team morale. LeadConnect came at just the right time. It’s the best.”

Melitah Mbopa
Delivery Lead



“The LEADConnect management development programme covers key leadership lessons and deep insights which enable your management team to approach management and leadership with more confidence. The delivery design allows attendees to incorporate reflections and implementation of approaches explored as a part of the learning journey.”

Naushina Mia
Head of Human Capital, Pegasus



“Free To Grow has helped our leadership team cope with the challenges posed by remote work and we’re blown away by the impact. Argility has continued to deliver – with numerous customer accolades – despite COVID-19, the flailing economy and the fact that all our teams now work remotely. I believe a key reason for this is the engagement and empathy our leaders have demonstrated.”

Tanya Long
Chief Operating Officer



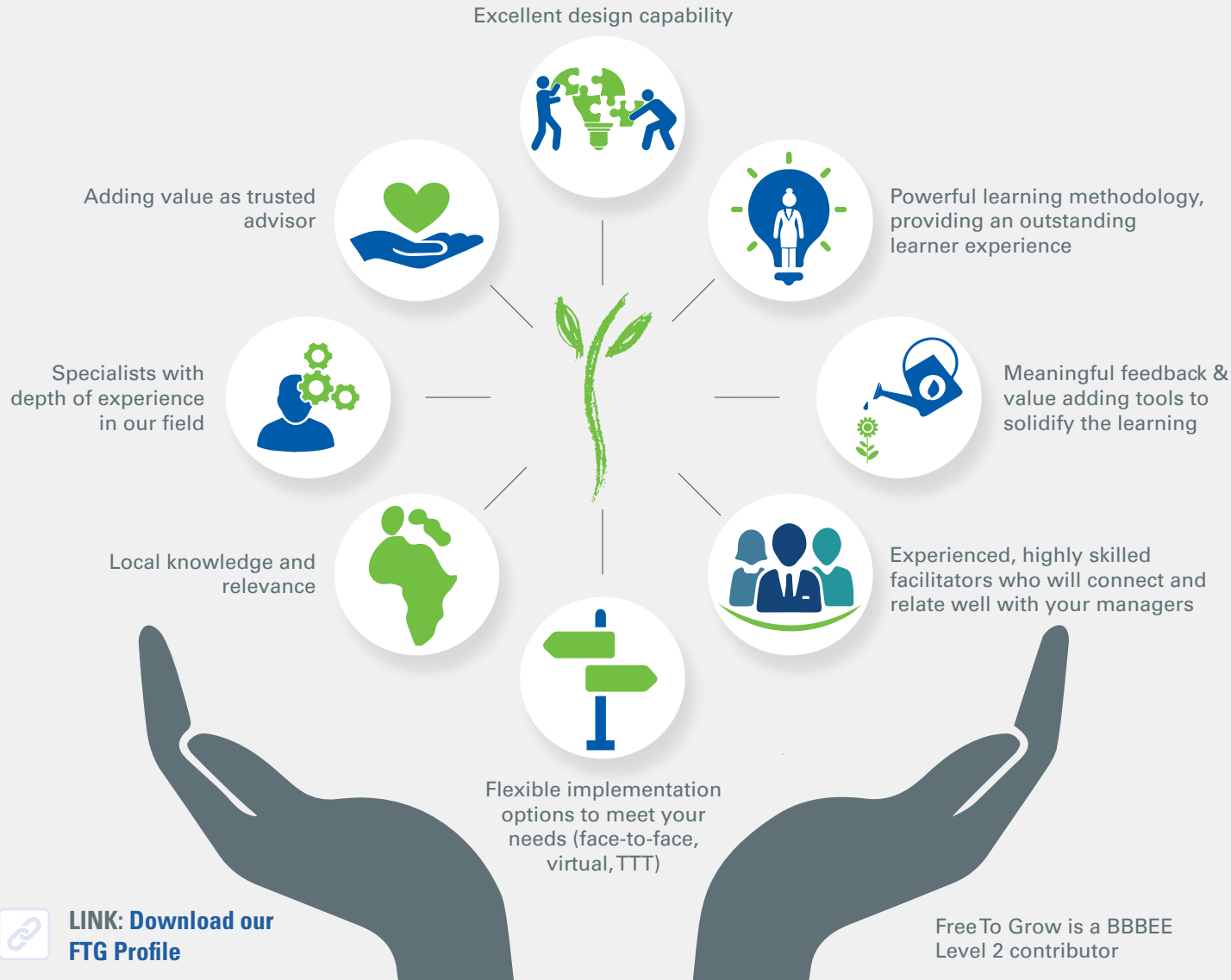
“I am absolutely amazed by the response of our employees on their leadership journey with Free To Grow. Being the ‘first of its kind’ development programme introduced in our organisation we are extremely proud of the tremendous growth of each individual. I have never before seen such an immediate and enriching impact on a managerial delegate in my career. This journey will forever be a turning point in their lives. A developmental Moment that Matters!”

Tinus Coetzee
Talent Partner, at the time

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10. Why Free To Grow?

31 YEARS 36 COUNTRIES 1 532 ORGANISATIONS



LINK: Download our FTG Profile

Companies we have assisted in their leadership development journeys

