

CORPORATE
PROGRAMMES & SERVICES



STAR
LEADERSHIP

be real • be true • be you

STAR Leadership
Transforming yourself
and your Organisation.

“Only those who can see *the invisible*
can do *the impossible*.”

FRANK GAINES

WHY WORK WITH US?

Formed in 2013 by Founding Director Savannah Steinberg, STAR Leadership has grown into one of South Africa's top training companies. The products and training we provide have been delivered across the globe.

We offer customised executive learning. All our offerings can be tailored to meet your unique requirements, whether it be programme duration, structure or delivery. We understand that creating real change takes time, and for this reason we will always suggest the most comprehensive approach. We do, however, understand that at times, teams just need a pick-me-up which can be accomplished with a half-day session.

We do not apply a scripted approach. We apply a solutions focused approach staying connected with the outcome we need to achieve while being able to work with what's in the room and adjust in the moment to what the group requires.

LET'S CONNECT

and find a way to make your organisational needs a reality.
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“The significant problems we face cannot be solved at the same level of thinking that created them.”

ALBERT EINSTEIN

OUR OFFERING



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AUTHENTIC LEADERSHIP

MAKE PRINCIPLE-DRIVEN DECISIONS

Authentic leadership is characterized by individuals with strong integrity who make principle-driven decisions. Guided by their inner compass, they earn trust from employees, peers, and shareholders, fostering a positive work environment and enhancing team performance. The **Authentic Leadership programme** equips you with skills to nurture trust, drive open communication, and foster ethical relationships in your teams. It empowers self-awareness and ethical decision-making, fuelling employee engagement and a thriving workplace culture.

WHO SHOULD ATTEND?

Our programme is ideal for organisations striving to cultivate authentic leadership and foster a culture rooted in sanctuary (psychological safety), transparency, authenticity, and responsibility (S.T.A.R). It's beneficial for leaders aiming to integrate these values to boost performance, engagement, innovation, and resilience. Anyone in a leadership role or aspiring to be a leader, from new managers to seasoned executives, can benefit from exploring and cultivating their authentic leadership style.



Enhance your leadership journey with the Authentic Leadership Assessment (STAR360)

- ✓ Personalised candidate report
- ✓ 360-degree feedback on a leader's current ability to create Sanctuary (Psychological Safety), Transparency, Authenticity, and Responsibility

LEADER AS COACH

HONE COACHING ABILITIES AT WORK

This programme is designed to hone your workplace coaching abilities. It delves into the art and science of nurturing talent, facilitating growth, and optimizing performance within the professional environment. Participants will gain practical tools and techniques to empower team members, enhance communication, and foster a culture of continuous learning and improvement.

WHO SHOULD ATTEND?

Leader as Coach is ideal for managers, team leaders, supervisors, and anyone in a leadership position who wishes to foster a more collaborative and developmental environment in their workplace.

WHAT ARE THE BENEFITS?



Gain a professional coaching qualification, with the ability to have coaching conversations in the context required.



Facilitate collaborative and creative conversations in your organisation.



Reduce drama and increase direct, adult interactions all round.



Become aware of the impact your team has and obtain the ability to motivate and grow individuals to meet the needs and demands of the organisation.



Have an awareness of and the ability to implement the company vision and values, ensuring real-time delivery of those values across the organisation.



Shift from the need to be 'the best in the world', to being 'the best for the world'.



Leave with a newfound understanding of who you are, how you impact your world today and how you can impact and influence your world tomorrow.

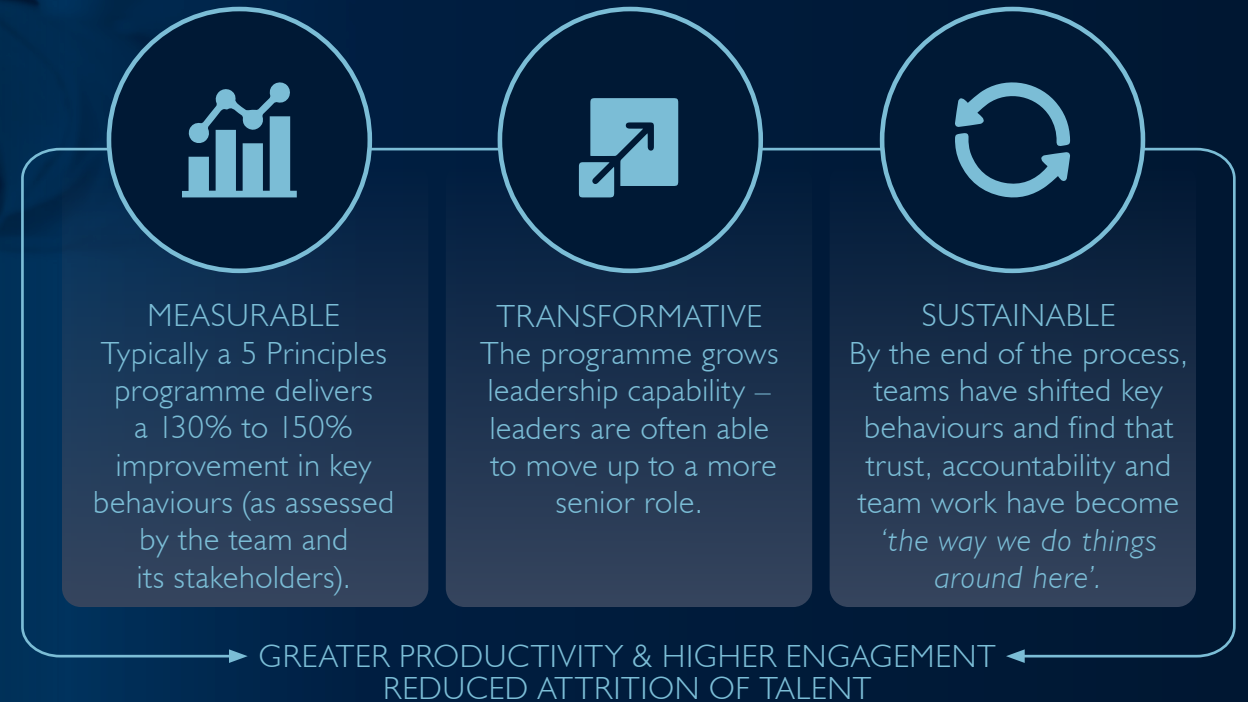
POWERFUL TEAMS



DEVELOP THRIVING TEAMS

Powerful Teams is a 6-month programme of individual and team coaching, psychometrics and stakeholder feedback. The process aligns and focuses teams on developing the high impact skills, attitudes and behaviours that deliver measurable shifts in performance.

WHAT ARE THE BENEFITS?



MENTORSHIP PROGRAMMES

CULTIVATE YOUR MENTORING JOURNEY WITH US

From a concise one-day introduction to the expansive year-long **Mentorship Programme**, or the transformative three-month 'Mentor as Coach' process, we've designed a spectrum of options tailored to meet your needs. Our programmes emphasize soft skills, networking, and holistic development, bridging knowledge gaps to accelerate careers, boost job satisfaction, and cultivate future leaders.

WHO SHOULD ATTEND?

Organisations aiming to foster a culture of continuous learning and knowledge transfer, or needing to tap into workforce wisdom, bridge knowledge silos, or facilitate cultural integration. If you're looking to unlock growth, navigate challenges, and maximize potential, a mentorship programme is your pathway.

HOW DOES THIS BENEFIT THE ORGANISATION?

A mentorship programme benefits mentees by accelerating their growth, while mentors refine leadership skills and gain new perspectives. The organization gains from improved collaboration, knowledge continuity, and a supportive culture. Developing both mentors and mentees ensures expertise transfer and a culture of continuous learning and future-ready leadership. This supports diversity, aligns goals, and aids industry transitions. Mentorship nurtures talent, fosters collaboration, and promotes continuous growth – a strategic move for any organization.

ENNEAGRAM TEAM DEVELOPMENT

DIVE DEEPER INTO TEAM DYNAMICS

This programme explores the pivotal role the Enneagram plays in shaping workplace dynamics. It introduces participants to the nine unique ways of seeing the world enabling teams to recognize and leverage the strengths of each personality style. From here companies can then do an **Enneagram Team Day/s** where they can spend time exploring the dynamics that show up in the team with the **Enneagram Team Report**.

WHO SHOULD ATTEND?

Everyone. This Enneagram is especially beneficial for team leaders and managers seeking to optimise team dynamics and foster a harmonious working environment. HR professionals aiming to improve team cohesion and address interpersonal conflicts will find invaluable insights. Teams wanting to gain a deeper understanding of their colleagues' motivations, strengths, and challenges, and wishing to improve collaboration and communication, should consider attending.

WHAT ARE THE BENEFITS?



HARNESS COLLECTIVE
TEAM STRENGTHS



NAVIGATE INHERENT
CONFLICTS



ENHANCE
COMMUNICATION



“It is not our differences that divide us.
It is our inability to recognise, accept,
and celebrate those differences.”

AUDRE LORDE

DIVERSITY & INCLUSION

BREAK THE CYCLE OF MISPERCEPTION

In a diverse workplace, embracing qualities like kindness, honesty, and generosity can be challenging due to varying backgrounds and beliefs. Bias, rooted in preconceptions, can hinder inclusivity and innovation.

WHO SHOULD ATTEND?

Everyone. All employees, from junior staff to senior leadership, can benefit. The skills and strategies taught are universally applicable and can be tailored to specific roles or departments.

HOW WILL MY TEAM BENEFIT?

STAR Leadership's **Diversity & Inclusion** programme fosters open-heartedness, aiming to replace bias with genuine understanding and acceptance. It empowers individuals to shed divisive thinking and engage in powerful facilitated dialogues for full acceptance. Join us for an enlightening experience that enriches both your personal and professional life.

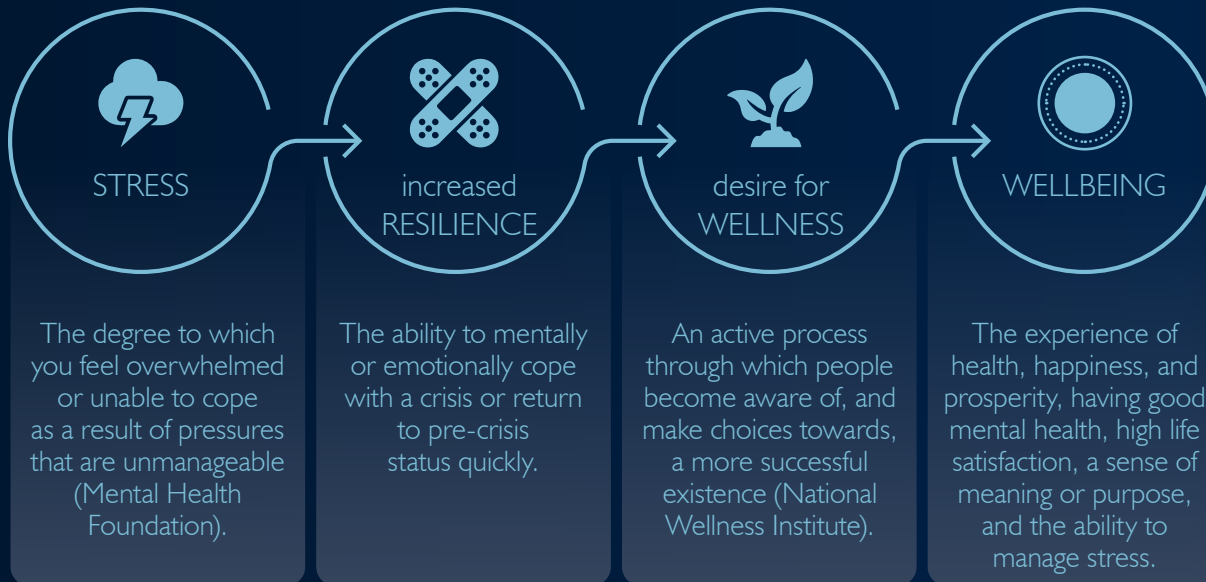
FROM STRESS TO WELLBEING

From Stress to Wellbeing is a short-course that will provide an understanding for anyone on a personal or corporate level, facilitated either in person or online, on the following 3 topics:

STRESS | RESILIENCE | WELLBEING

The intention is to create insight into the costs of continuing to work the way we always have, and the benefits of implementing a very different strategy.

It aims to provide a pathway for you to go from:







EXECUTIVE COACHING

OPTIMISE YOUR POTENTIAL

Behind every business system or process; is a person and no system, process or business can function optimally unless the people who operate it function optimally.

Embarking on executive coaching takes you through a journey of growth. It's not just about honing leadership skills; it's about fostering culture, managing conflicts, and improving decision-making. These sessions dive into self-awareness, addressing behaviours, strengths, and growth areas. Emotional intelligence tools enrich relationships and communication. Navigating roles, you'll find work-life balance strategies and solutions to challenges. Ultimately, executive coaching serves as a comprehensive platform for leaders to refine skills, boost self-awareness, and achieve envisioned career aspirations.

EXECUTIVE COACHING IS ABOUT:

-  Empowering you to clarify your goals and dreams.
-  Holding yourself accountable in making them happen.
-  Equipping you to recognise and see what is standing in your way of success as well as the invisible barriers you often can't see.
-  Helping you realise that you really do have all the answers and insights in yourself, and that the answers lie with you and nobody else.

STAR Leadership has a wide database of the best internationally qualified coaches available who are individually matched to your personality style. Chemistry sessions are set up to ensure there is a complimentary connection between coach and client.

PSYCHOMETRIC ASSESSMENTS

Psychometric Assessments provide a powerful platform for individuals to gain deep insight into various different aspects of themselves. Alongside a coaching or training intervention, they can greatly speed up the learning process by providing a depth of new awareness about key aspects that need to be developed or amplified from the get go. STAR Leadership offers several assessments, all deeply aligned with taking individuals on a personal development journey:

Assessments can be used across the following:

Leadership development | Team dynamics | Coaching | Career coaching
Candidacy job fit | Reduced attrition | Cultural fit



ENNEAGRAM TESTING & REPORTING

Use the Integrative Enneagram tool to build knowledge, awareness and understanding of yourself and others. Difficulty understanding the motivations and behaviours of others is often a result of viewing the world through our own lens. Benefits of the Integrative Enneagram report include:



- For **individuals**, the Enneagram creates self-awareness, increases self-confidence and allows us to understand ourselves better to bring about personal growth, and improved relationships. This report is also ideal for HR use in the selection process of new recruits or critical placements/promotions to mitigate the risk of poorly matched appointments.
- For **teams**, the Enneagram offers deep insights into both individual and team culture, values and barriers, empowering the team with a deeper understanding of themselves and each other, and highlighting potential avenues to grow and develop and ultimately optimise team effectiveness.
- For **leaders**, the Enneagram offers a diverse view of leadership that acknowledges the different forms of power and opens up the possibility to develop more leaders from diverse backgrounds and levels.

OUR CLIENTS



WHAT OUR CLIENTS HAVE TO SAY

“The STAR Leadership Development Programme is a truly powerful Programme! It caused an inner shift and realisation for me. Savannah Steinberg is the perfect facilitator for this curriculum with a wealth of knowledge and skill with the ability to create a powerful and safe environment for all.”

MARTIN KECK • DIRECTOR • CFR FREIGHT

“Just at the right time for me! The Stress to Wellbeing course gave me the understanding and practical tools to manage my current stress, tap into resilience and move towards well-being.”

CAROLINE RAMPTON

“As a Mentor, I am privileged to be involved with the STAR Leadership Mentoring Programme. It is truly a programme dedicated to both Mentee and Mentor Success. Simply put it is learning beyond ‘learning’. We live in a world where seemingly every piece of information can be Googled; there is still some knowledge that can only be gained through experience. STAR Leadership is an excellent example of that.”

JAGERNATH CM (SA) • SENIOR MANAGER • CELL C

“Executive Coaching has been such an empowering journey of self-discovery that makes you realise that all you ever wanted to achieve lies within you. It is amazing how useful ‘The Ladder of Liberation’ and ‘Nothing is wrong’ tools are in getting the best out of employees in an industry where service is your product and people are your greatest asset.”

MELANIE DU PLESSIS • DIRECTOR • FAST AND FURIOUS DISTRIBUTION



Embedding a culture of sanctuary,
transparency, authenticity and responsibility
into your organisation.

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