



sharpening
leadership skills

define

assess

develop

manage

your leadership talent

leadership interventions.

as part of OIM's integrated leadership talent offering

When managed correctly, learning interventions are a valuable performance tool
to improve critical leadership skills.

OIM offers interactive learning interventions to develop competencies required for optimal performance in a specific role or at a certain job level. Development needs are scientifically identified through a process that entails defining competency requirements and measuring people against the competency profile.

For more information mail info@oimgroup.com or call Leadership Talent MD Leezélie Kotzé on 082 926 7434.

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Focused development in key performance areas

OUR OFFERING

Intervention modules are available in a range of interpersonal, intrapersonal and functional skills, including:

- Building high-performance teams
- Change management
- Interpersonal conflict
- Decision-making skills
- Delegation skills
- Emotional intelligence
- Influencing and negotiation skills
- Leadership effectiveness
- Talent management
- Competency-based interviewing skills
- Resilience
- General performance management skills, eg giving praise and recognition, listening, giving and asking for feedback
- Presentation and facilitation skills



Although we have a library of modules, interventions can be designed for specific client needs while existing ones can be adapted to meet organisational requirements.

> Key business benefits



- Develop competent leaders at all levels of the organisation.
- Develop your organisation's talent in an informed and integrated way.
- Own development plans that are aligned with your organisation's strategy and scientifically identified development gaps.



SOLUTION OVERVIEW

> Solution format

The format of interventions involves all or a combination of the following:

- Workshops
- Learning circles
- Coaching sessions
- Assignments
- Reading material

> Important features

- **Scientifically informed:** Performance management outcomes, assessment results, competency profiles and/or business-specific requirements can be used to identify the development gaps.
- **Integrated approach:** Interventions can be linked to the wider talent management process and aligned to business requirements.
- **Customisation is key:** Customisation is a crucial part of the integrated approach. We work with clients to tailor each intervention for their unique needs. This can range from minor tweaks to existing material to creating fresh content and learning material.
- **Individuals and groups:** Interventions are available at individual and group level.
- **Blended learning:** We follow a blended-learning approach involving workshops, business simulations, high-impact games, case studies, assignments, learning circles, coaching and storytelling to deepen understanding.
- **Timeline:** The time frame per intervention depends on the scope of work. Modular offerings are available to minimise impact on the operational demands of leaders.



THE OIM DIFFERENCE

- OIM's leadership talent team comprises registered industrial psychologists and organisational development practitioners with experience in talent management, team dynamics and leadership development.
- Given this background, our team can lay claim to solid knowledge of both business and human behaviour.

- We don't simply offer standard modules. Our interventions are designed as performance improvement tools that are aligned with the talent development and business needs of clients.

