



South Africa

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Thrive and Succeed -We empower individuals and organizations to unlock their full potential through transformative leadership training.ABOUT ATLEGA

INSTITUTEWelcome to Atlega Institute, your trusted partner for leadership training, mentorship, and coaching. We prioritize both business success and the growth of individuals, link talent with opportunities, and help you develop the leaders of tomorrow.Atlega Institute focuses on catalysing a transition towards a well-being economy within companies and for individuals. Programmes such as Spiritual Intelligence (SQ), Emotional Intelligence, and Women in Leadership will empower companies to create a more harmonious and emotionally healthy work environment and responsible, compassionate, and inspirational leadership

practices.SERVICESCAREER GUIDANCE FOR YOUNG ADULTSWe offer personalized solutions for your unique career journey. Our services, including assessments, workshops, and coaching, are designed to meet your specific needs. Make informed decisions and thrive in your chosen path!Navigating your path to successEach

person's career challenge is unique, and thus there isn't a one-size-fits-all process. Atlega Institute endeavours to be a partner on your career journey by providing you with multiple access points to a variety of innovative and impactful solutions that

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will best meet your needs.All our services (assessments, workshops, or career

coaching) are effective on their own or in combination. All our processes start with an initial career coaching session, where your career needs can be understood, and options and costs can be explored.

### The 5 Pillars of Effective Career Guidance

#### Psychometric Testing

Every student is unique, with their own learning style, pace, study patterns, natural skills, challenging subjects, and areas of interest. These qualities later become the determinants that will help them find their ideal career. However, most students are not aware of their uniqueness, making it difficult to make important career decisions. That's why the first step of the career guidance process involves psychometrics to identify a student's aptitude, interests, and personality.

#### Personalised Counselling

Secondary school is a confusing time for students. Not only are they at a precarious age, oscillating between childhood and adulthood, but they are also asked to make significant decisions that will define their lives. Often, they hesitate to express their aspirations or interests in careers to avoid being judged or dismissed. Therefore, the second step of the career guidance process involves personalised counselling with a professional career counsellor.

#### Technology-Enabled Research Tools

In career guidance, we emphasise the importance of providing students with the right information at the right time. While students can perform simple Google searches and look for information on the internet, the abundance of information can sometimes overwhelm them, leading to more confusion than clarity in making a career decision. That's why we have developed a platform with curated information on courses, institutes, and careers for students to explore. Technology-enabled research tools help students in:

- Obtaining necessary information about the careers they are interested in and shortlisting the ones that best match their aptitude and personality.
- Comparing information about different colleges to make informed decisions for higher education.
- Finding the best-suited colleges or universities and assessing their chances of admission.
- Researching information about scholarships that they can apply for based on their choice of study field and institution.

#### Alumni Guidance

Students often need to understand the real-life experience of studying a course, attending a particular institution, or pursuing a specific career. Who is better suited to give them a glimpse of their future than someone who has been

there, done that? Alumni interaction can be highly beneficial for students in career guidance. Only alumni can share the practical aspects of pursuing a career path that no research can match. Moreover, our studies show that students are more willing to listen to advice from alumni than any other adult in their lives.

**University Engagement**

The final step of the career guidance process for high school students is finding the right university or college. However, to reach this dream destination, students have to conduct extensive research, complete college applications, prepare for entrance exams, and go through the whole process. While career counsellors assist students with many of these tasks, there is another source that can help students find answers to all their queries and doubts: universities or colleges themselves.

**LEADERSHIP DEVELOPMENT PROGRAMMES FOR**

**WOMEN**

**What?** A unique two-day or eight-day learning opportunity for women in leadership across all industries. The core areas of these programmes – Leadership, Learning Agility, managing your career as a business, Personal wholeness, and Life Planning – enable aspiring female leaders to enhance self-awareness, authentically connect with others as an inspiring presence, and successfully manage relationships across a broad spectrum.

**Who?** This course is ideal for women in leadership interested in self-development, career advancement, and personal fulfilment. It provides women with an opportunity to evaluate themselves in a safe environment and benefit from peer feedback. This course specifically caters to senior female leaders in the mining industry.

**Why?** Although the challenges faced by female leaders are not specific to any industry, the underrepresentation of women in leadership positions remains a reality. This programme empowers women aspiring to leadership or senior leadership roles by fostering self-confidence, achieving work-life balance, and encouraging their active participation at decision-making tables.

**Programme Gains**

Deepen participants' understanding of challenges in all industries affecting women and turn obstacles into opportunities using appropriate strategies. Strategically support and collaborate with their female colleagues while also empowering themselves as female leaders. Enhance participants' approach to leadership, expand their impact and re-energize their leadership role. Understand social barriers and expectations related to women – and how to leverage

these. Understand organizational power and politics. Gain mindfulness and Personal wholeness skills to take your life and career to the next level. Increased confidence to take your seat at the leadership table to contribute to business and leadership discussions on all levels.

**Two-day programme**

**Learning outcomes**

**Module 1: Agile Thinking for Agile Leadership**

**Module 2: Being A Woman In Business: Levelling the Playing Field**

**Module 3: Leadership Rules for Women in Leadership**

**Module 4: Living in Wholeness & Mindfulness**

**Module 5: Life Planning & Career Value Chain**

**Module 6: The Role of Power Intelligence**

**Eight-day programme**

The eight-day programme can be delivered in the following formats:

a. Two days per month over four months

b. Four days per month over two months

c. Eight consecutive days

**Learning outcomes**

**Module 1: Know Yourself: Agile Thinking for Agile Leadership. My Thinking Preferences**

**Module 2: Leading Others to Become a High-Performing Team**

**Module 3: Women in Business: Levelling the Playing Field**

**Module 4: Women Leaders: Challenges and Solutions**

**Module 5: Living in Wholeness: Being Resilient & Mindful in Adversity**

**Module 6: Life Planning: My Career Value Chain and Career Tactics**

**Module 7: Using Power Intelligence to Manage Organizational Power & Politics**

**Module 8: My Development Plan: How to Develop Atomic Habits**

**LIFE PLANNING**

A roadmap for your life

A life plan is a roadmap for your life that helps you prioritize what is important to you, make decisions based on those priorities, and move towards the life you desire. It serves as a personal guide, encompassing your values and goals, to help you achieve the life you truly want. Creating a life plan empowers you to take control of your future. By identifying your values and what truly matters to you, you can measure options against these values when faced with decisions, choosing the path that aligns best with your priorities and propels you forward.

**Benefits of a life plan**

A life plan instils confidence, enabling you to take action and overcome fears. Compiling a life plan helps identify and clarify your priorities. Knowing your goals and values guides your decision-making process. Writing down your goals is essential for maintaining focus and commitment. A life plan provides a sense of control over your destiny.

**Components of a life plan**

**Health & Wellbeing**

**Intellectual & Career**

**Financial**

**Emotional & Relationships**

**Spiritual**

**COACHING AND MENTORING**

Empowering career growth

As adults, we often reach a point in our

careers where we feel stuck, undecided, frustrated, or overwhelmed. We long for more - work that energizes us and brings a sense of meaning and joy. However, uncertainties hold us back, with thoughts like "I am too old, not qualified enough, not experienced enough, not rich enough to take the risk." Many times, we settle for the familiar, even if it's not fulfilling, simply because it pays the bills. But what if I told you there is another option? A way to identify what truly works for you and gain clarity on where you want to be and how to get there? I've discovered that making choices authentically leads to greater happiness and satisfaction. Coaching and mentoring can provide valuable support in the following ways:

- Enhancing self-insight and awareness
- Identifying strengths, interests, and passions
- Managing blocks, barriers, or fear of failure
- Gaining clarity in decision-making
- Igniting excitement and motivation in your work
- Establishing a healthy work-life balance
- Overcoming work-related challenges
- Developing leadership skills

**DEVELOPMENT, STRUCTURING AND IMPLEMENTATION OF CAREER PATHS**

Nurturing lifelong success Career development is viewed as "the lifelong process of managing learning, work, leisure, and transitions to move towards a personally determined and evolving preferred future." Manage your career like a business, Career pivoting, Develop a personal brand, Networking, Build a robust CV and LinkedIn profile, Manage your job search more effectively.

**EMOTIONAL INTELLIGENCE TRAINING**

Transform your relationships and career. This emotional intelligence course is a life-changing programme that can have a tremendous impact on the success and effectiveness of your work life, career, and home life. Emotional Intelligence is the single most important indicator in producing individuals who are able to work effectively in organizations at the highest levels. Emotional intelligence is the ability to monitor one's own and other people's emotions, discriminate between different emotions, label them appropriately, and use emotional information to guide thinking and behaviour. Studies have shown that people with high emotional intelligence have greater mental health, exemplary job performance, and more potent leadership skills. On completion of the course, delegates will:

- Understand the importance of EI as an indispensable life skill for developing resilience.
- Attain knowledge and insight into the competencies of

El.Become aware of their strengths and shortcomings concerning the different competencies.Realize their responsibility to manage their emotions for their own as well as society's well-being.Apply the skills to create alternative solution-focused thinking patterns, more positive attitudes, and appropriate actions to find fulfilment in their work and personal life.Develop more respect and compassion for others irrespective of race, class, or gender.

### SPIRITUAL INTELLIGENCE TRAINING

An unparalleled resourceAs a groundbreaking synthesis of psychology and spirituality, the SQ paradigm reveals how spiritual intelligence, a dimension beyond religious faith, can be experienced as an inherent capability. Operating beyond the ego, spiritual intelligence offers numerous advantages surpassing intellectual and emotional intelligence. Liberation from the ego fosters wisdom, clarity of vision, empathy, and compassion, nurturing creativity, intuition, personal fulfilment, and enhanced performance in vital life and work skills. Therefore, spiritual intelligence stands as an unparalleled resource for personal and professional growth and fulfilment.At the interpersonal, societal, and cultural levels, spiritual intelligence promotes cooperation, tolerance, and ethical accountability when adopted as a personal code of conduct. Research demonstrates that organizations that provide spiritual intelligence training to employees experience heightened creativity, innovation, engagement, and productivity. Such training also fosters corporate governance reform, establishing a business culture grounded in spiritual intelligence ethics. By inspiring employees with a deeper sense of purpose, SQ training aligns organizations with a social mission, enabling them to harness the full potential of their employees' innate intelligence to contribute to human well-being.

### Benefits of Spiritual Intelligence programmes in companies:

Enhanced visibility and operationalization of a company's core values,Cultivation of more meaningful relationships and cooperation,Fostering a harmonious and emotionally healthy work environment,Development of employees' sense of belonging and loyalty,Increased mutual trust and fulfilment,Elevated levels of motivation, creativity, brilliance, and commitment,Improved services and heightened productivity levels,Cultivation of responsible and compassionate leadership,Decreased absenteeism and personnel turnover,Reduction in injuries,

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accidents, and pilferage.

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