Peas In a Pod



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ABOUT USWe believe when Leaders and Teams play to strengths, organisations achieve great things.OUR MISSION ISTo empower organisationsTo soar with active© leadersPeas in a Pod Leadership Academy offers effective neuroscience-based learning made fun!We can help when it comes to leadership development with our coaching and training services. We focus on your strengths and use insights from neuroscience to ensure you learn new skills with ease. You are given the practical tools and know-how to drive the changes you want for yourself, your team and your organisation from day one.We are passionate about enabling individuals and leaders to transform into their best self – personally and professionally – with ACTIVE© LeadershipOur programmes can help support your organisation with the team development strategies that lead to real improvements and better results, that are delivered with greater efficiency, motivation, and confidence as a team.We are all aware of the benefits of working as a team.But in reality, many teams deliver only a small portion of their potential.We activate leaders and teams to realise their highest potential by playing to strengths.All our training courses aim to support you in growing into an ACTIVE© Leader – whether you are developing your best potential as an individual contributor or manager. Your leaders and teams can also thrive with the ACTIVE© Leadership model:ACTIVE© Leadership starts with the

practice of self-awareness and authenticity – two key characteristics of the most effective leaders.We need to understand ourselves as people and leaders before we understand, and can effectively manage, others. Our coaching and training programmes build on this premise to effect transformation in leaders and teams. When leaders and teams play to strengths, the organisation develops an emotionally intelligent, growth mindset culture.To improve the team, first work on yourself.This is the very essence of what ACTIVE© Leadership is all about.COACHINGAt Peas in a Pod Leadership Academy, we are passionate about impactful development. We have:Global Gallup Certified Strengths CoachesEnneagram CoachesNeuroscience CoachesTeam CoachesICF and COMENSA certified CoachesWe specialise in ACTIVE© Leadership coaching, Strength's development coaching for Leaders and Employees, Individual Enneagram Coaching development as well as Coaching programmes and Team Coaching. Get in touch to discuss your particular needs and we customise to your individual and organisation needs to give you the coaching that is just right for you.What our clients say:"Myself and the Exco at Astraia have enjoyed the coaching, training and team workshops with Peas in a Pod Leadership Academy and we gained a lot of useful insight that we have applied to the business. I would urge business leaders and entrepreneurs to consider investing in their managers and teams." B. Duminy"We lost our track and mojo… but it's back" C.ShapiroSpeak to us today to start your path to success with ACTIVE Leadership. Transform yourself as a leader, grow your business and energize your team.PEAS IN A POD LEADERSHIP ACADEMYGlobal Gallup Certified Strengths CoachesEnneagram CoachesNeuroscience CoachesTeam CoachesICF and COMENSA certified CoachesOUR COURSESCreating best in class neuro-science learning for the better you. Our top-notch experts will give your employees breakthroughs in their self-, leader- and team- development. Enroll in our courses here or get in touch to run inspiring and fresh accredited training, learnerships, and skills programmes in your organisation.Focus on your organisation's breakthroughs with practical management trainingDevelop better leadership with managers who learn to lead with their top strengths Module 1. Preparing to Manage People with ACTIVE© Leadership - Group Training (5 x 1 days)Module 2. ACTIVE© Leadership

Skills for Team and People Managers - Group Training (5 x 1 days)Module 3. ACTIVE© Leadership for High Performing Teams - Group Training (5 x 1 days)Module 4. ACTIVE© Manager-Coach - Group Training (5 x 1 days)ACTIVE© Coaching Tools for Managers - Group Training (2.5 Days) with professionals networking and collaboratingACTIVE© Coaching Tools for Managers - Group Training (2.5 Days)ACTIVE© Leadership Full Qualification NQF5 Training (24 Modules over 12 months)Empowering teams with Strengths - Group Training (2 Days)Ethics for ACTIVE© Leaders - Group Training (1 Day)ACTIVE© Project Management (1.5day)EQ Essentials for ACTIVE© Leaders (Individual Self-Paced Online Course)EQ Essentials and Ethics for ACTIVE © Leaders - Group Training (2 Days)Levels of ACTIVE© Leadership Programme - Group Training (Module 1 - 4) 20 DaysACTIVE© Financial Management for Non Finance Managers - Group Training (2 Days)PROFILING & ASSESSMENTSLeadership Profiling and Assessment CollectionUnlock Your Leadership Potential with Advanced Profiling and AssessmentsElevate your organisation by investing in cutting-edge profiling and assessment tools that provide deep insights into leadership styles and team dynamics. Our Leadership Profiling and Assessment Collection offers a suite of programmes designed for businesses seeking to enhance their leaders' effectiveness, emotional intelligence, and organisational impact.Why Choose Our Profiling and Assessment Solutions?Comprehensive Leadership Profiling: Equip your leaders with detailed assessments to uncover their core personality traits, motivations, and behavioural patterns.Insightful Analysis: Utilize sophisticated tools that provide actionable insights into individual and team performance.Enhanced Self-Awareness: Foster a leadership culture that values introspection, emotional intelligence, and continuous personal growth.Tailored Development Plans: Develop customised strategies based on assessment results to address specific leadership challenges.ACTIVE© Leadership Framework Integration: Our programmes incorporate the dynamic ACTIVE© framework to apply assessment insights effectively.Programme HighlightsOur profiling and assessment programmes provide a structured approach to leadership development:In-Depth Assessments: Participants complete comprehensive profiles to identify their leadership styles and

areas of strength.Personalised Reports: Receive detailed reports outlining strengths, potential blind spots, and growth opportunities.One-on-One Feedback Sessions: Engage in individual consultations to interpret assessment results and plan next steps.Application Workshops: Learn how to apply assessment insights within the ACTIVE© Leadership Framework.ACTIVE© Leadership Pillars Applied Through Assessments:A – Aware: Gain a deeper awareness of personal leadership styles through profiling.C – Connecting: Leverage assessment insights to build stronger relationships.T – Targeted: Set focused development goals informed by assessment data.I – Innovative: Encourage new approaches based on self-understanding.V – Versatile: Adapt leadership approaches to meet diverse team needs.E – Engaging: Enhance team engagement through informed leadership strategies.Who Should Participate?Business Leaders and Managers seeking data-driven insights for personal development.HR Professionals aiming to implement effective assessment tools within their organisations.Organisations dedicated to fostering a culture of self-awareness and strategic growth.Expected OutcomesPersonal InsightsAccurate Self-Profiling: Understand your leadership style and how it influences your behaviour and decision-making.Behavioural Awareness: Recognise patterns that impact your leadership effectiveness.Targeted Development: Identify specific areas for growth based on assessment findings.Leadership EnhancementImproved Communication: Tailor your communication style to better connect with others.Strategic Decision-Making: Make informed decisions using insights from assessments.Team Alignment: Use profiling to understand team dynamics and enhance collaboration.Organisational BenefitsTalent Management: Utilize assessments for succession planning and leadership development.Culture Building: Promote a culture of openness and continuous improvement.Performance Improvement: Drive organisational success through enhanced leadership effectiveness.Explore Our Profiling and Assessment ProgrammesLeadership Profiling Programme: Comprehensive assessments with personalised feedback sessions.Team Dynamics Assessment Workshop: Group assessments to improve team cohesion and performance.Executive Assessment Series: Advanced profiling for senior leaders with strategic development planning.Ready to Empower Your Leaders with Insightful

Assessments?Contact us to learn more about our Leadership Profiling and Assessment programmes and how they can be customised for your organisation.

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