

the original influential Leadership Activation Program. a journey

An Outline

1. INTRODUCTION

The *original influential Leadership Activation Program. a journey* illustrates the generic scope of the influential Leadership programs, including content and processes.

Every individual influential Leadership Activation Program (the Program) is tailored to accommodate the particularities of each participant group. This is one of the reasons why there is a preparatory phase that seeks to better appreciate the nature of each person and group that takes part in a Program.

Once a participant group has been constituted the members gain access to further information pertinent to their Program, which is not publicly accessible.

It is also recommended that the **program outline** be read in conjunction with the material provided in the public area of the Karoo website.

2. PROGRAM OBJECTIVE(S)

The focal point of influential Leadership (iLeadership or iLP) and thus the Program, is **the individual**. However, people are the building blocks of all social constructs (groups, collectives) and thus the two cannot be divorced. Karoo has built a bridge between the two; the individual and any collective (group) that individuals function in and through. These are the four generic social domains that cover the entirety of our lives. They are used for analytical and explanatory purposes.

Whatever social structures that may be established, with their associated systems, arrangements and processes, are comprised of individuals who are the potential influential Leaders (iLeaders), and thus **the focus of iLeadership activation**, rather than the organisation itself.

However, a home, team, business, government, or country that is seeded with iLeaders can function in an influential Leadership manner as it becomes culturalised in iLP behaviours and practices.

The immediate aim of each Program is to equip each participant with essential capabilities to **start the journey to be an effective influential Leader**. As each of us takes up our leadership obligations in our homes, and workspaces, and anywhere else, we'll find that we become better at crafting influential Leadership outcomes in our lived lives, across each of our social domains.

But, none of the above fully answers the fundamental question; why bother with leadership or being a leader?

Leadership must have purpose. Leadership is not an end, but a means to an end.



3. PROGRAM FORMAT AND PHASES

The Program is **original**. There is no other close to it, for many reasons; one of which is its South African roots. iLeadership stands apart from other so-called leadership practice for a variety of reasons, not least is that it is designed and built by South Africans, for South African people and circumstances (even if it has universal application).

The Program is referenced by the term '**activation**' for two reasons. Firstly, influential Leaders must be activists. Secondly, iLP recognises that all of us can be iLeaders, we need to be switched on (activated), then equipped, and then we practice.

Furthermore, the Program is presented through the metaphor of **a journey**; a mountain bike journey. Not only is mountain biking something that is enjoyed by an ever-growing number of people the world over, it has many features that reflect the journey of becoming and being an influential Leader. For both mountain bikers and those who don't yet; the metaphor offers a unique and compelling lens through which to understand, experience and practice the influential Leadership journey.

There are **three plus one phases** to the Program:

1. The **pre-seminar phase** involves three activities that nominee participants do **before** the seminar phase, namely:
 - a. Complete and submit a Personal Profile at least five days prior to the seminar.
 - b. Complete and submit answers to a leadership questionnaire, also at least five days before the seminar.
 - c. Read designed articles and watch a video.
2. A day-long **seminar** (a small group to exchange information and have discussions).
3. A **maintenance phase** that offers support, mentoring and coaching. Depending on the needs of the client, each or all of these on-going engagements are provided to clients who have passed through phases one and two. At least one of these continuing engagements are necessary to properly bed down the active exercise of iLeadership. Their duration and intensity depend on the needs of clients.
4. The **most important phase** of the influential Leadership journey is, of course, what we do in our lived lives; when we go to our homes, offices, play spaces and between. After all, the Program formalities are intended to activate and equip people to be influential Leaders in their lived (real) lives. The test is what we do out on the mountain bike trails!

4. THE PROGRAM INPUTS

The Program is comprised of the following ingredients, also illustrated in Graphic K1 below:

1. The preparatory phase
2. The seminar phase that covers the following subject matter:
 - a. The importance of place and time (context)
 - b. The history and practice of traditional leadership, and why an alternative is needed
 - c. The philosophy, principles and rationale of influential Leadership
 - d. Influential Leadership architecture:
 - i. Leadership moments as activators to iLeadership
 - ii. iLeadership attributes
 - iii. The imperative of right outcomes
 - e. The practice of iLeadership, developing new habits and a day of iLeadership

- f. Measurement and audit
- 3. The maintenance phase: building and keeping the momentum

5. EXPECTED PROGRAM OUTCOMES. BENEFITS

The Program is designed to ensure that individuals (participants) are given the essential iLeadership capabilities to pursue and **achieve the personal and collective goals** they have for themselves, their families, workplaces and businesses, and play spaces.

It is also expected that influential Leaders will culturalise the domains and **organisations** that they live their lives through, and thus these too will exhibit iLeadership behaviours, and enjoy the benefits that this brings.

We know that **leaders are more successful** than those who don't:

- Leaders create the future - their future, and others',
- Leaders receive more recognition and are rewarded better,
- Leaders live better lives, and enjoy more fulfilled and rewarding lives, and
- History recognises them in positive ways.

These successes translate into **tangible results**, such as:

- Better incomes, profits, inclusion, sustainability, efficiency and equity,
- Improved promotional prospects,
- Greater job mobility,
- Better client relationships,
- Improved staff wellbeing,
- Improved work-life balance, and integration of work and lived lives,
- Better businesses for all stakeholders,
- Better and safer neighbourhoods,
- Better politicians and governments, and
- A better country to live, work and play in.

6. WHO SHOULD PARTICIPATE? WHO SHOULD NOT?

In an imperfect world... everyone!

Influential Leadership is democratic, inclusive, serves everyone, and is concerned with radical change.

If iLeadership was about marginal change, fine tuning, as it were, there could be an argument for starting with those people who have the most Influential leverage (what is called *leadership Moment impact*). These are people who currently have position, power or status and can affect many people's lives quickly.¹

However, the very nature of influential Leadership requires that it is inclusive of all individuals across all economic, political and social classes.

¹ NOTE: none of these attributes connote leadership whatsoever – they are totally independent of being an iLeader. iLeadership is NOT a function of birth, personality, position, power, privilege, title or wealth.

Influential Leadership is not engaged in 'business as usual' practices, so it is necessary to include those individuals who often have the greatest potential to support and engage in radical or systems changes. After all, historically, great change has almost never been engineered by those 'in charge', but by others.

Each participant group should ideally be made up of individuals who represent each layer of the organisation, group, team, business, department, and so forth.

Once an organisation has elected to be part of the influential Leadership journey, Karoo would help the organisation to compose suitable groups.

Group sizes are generally set at between 4 and 12².

7. PARTICIPATION ENQUIRY AND SELECTION PROCESS

Enquiring participants may do so via the Karoo website or directly to colind@karoo.world.

An enquiry triggers a process between the parties to fully understand the client needs and the proposed Program.

The iterative process will conclude with such formalities as a Program proposal, logistics, timelines and financial arrangements

² Smaller or larger groups are offered original influential Leadership Activation Programs, but with different formats.

8. GRAPHIC K1

The four phases. ingredients of the influential Leadership Activation Program. a journey

