



STRATEGIC LEADERSHIP DEVELOPMENT

PenLion provides executives and high potentials with an exceptional coaching service that draws on acclaimed international research and focuses on fulfilling leadership potential in the workplace. Accelerate your journey to the top with the PenLion leadership coaching service.

Know Thyself (Socrates 469-399 BCE)

The original advice offered by Socrates has been confirmed by recent research which shows that successful leaders are distinguished by their self-insight, the drive to seek feedback from others and the determination to act on this feedback. To be a great leader takes the courage to look inside yourself and the dedication to learn the art of leadership.

The Leadership Model

Scientific research by the Center for Creative Leadership (ranked # 1 in the world for Leadership development by Business Week) and Lominger has established a model for leadership that has been shown to be universally applicable. The same researchers simultaneously identified the fundamental rules of leadership development. The result is a highly acclaimed portfolio of proven tools and techniques that PenLion is certified to apply in its coaching process.



The Return

Developing leadership skills takes a great deal of time and effort. PenLion ensures that you work on the right leadership skills for your specific circumstances thereby maximising the return on your investment.

“PenLion applies the breakthrough research of the Center for Creative Leadership and Lominger in coaching leaders to their full potential.”

The Coaching Process

The coaching process unfolds over a 6 month period and entails 6 intensive face to face sessions supported by comprehensive assessment and development material.

The process commences by establishing the current leadership profile of the client using a comprehensive online 360 appraisal before targeting areas for development, establishing a comprehensive practical development plan linked directly to the workplace and ending with coaching sessions that oversee its initial implementation.

The power of the process lies in the detailed targeting of the development need and the comprehensive, focused, multi-faceted development plan both of which incorporate well researched and proven material.

The plan is founded appropriately on a suite of 16 context specific development plans that may be customised to the client's needs with the learning driven by the six most powerful modes of learning applicable to the circumstances.

Along the way we explore the client's propensity for agile learning which has been shown to correlate with leadership advancement and we address any career Stallers or Stoppers which have been surfaced in the assessment.



The Coach

The Managing Director of PenLion, Mike Lewis, has considerable experience in the development of executive and high potential talent. He retired as the Director, Human Resources Development at the Standard Bank where he worked with the Chief Executive and his senior team on leadership and talent management strategies. He has since held the position of Programme Director on executive development programmes run by GIBS and Henley Business School.

Mike was also the founding Chairman of the BANKSETA, a member of the BSA Committee on Education & Training, a Council member of the Institute of Bankers and a Fellow of the Institute of Bankers. He has an MA (cum laude) from Rhodes University and an MBL (cum laude) from UNISA.



PenLion Leadership
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