



Care and Growth 2 Day Introductory Workshop

For over three decades, we have championed a simple yet profound truth: the **core challenge facing leaders is legitimacy**—the right to lead. The question is not just how to lead but why your people should willingly accept your leadership. If you aspire to mobilise a team toward extraordinary success, their commitment to your direction must come from a place of trust and genuine alignment.

Care and Growth offers the definitive answer to leadership legitimacy. True leadership is not about authority for its own sake—it is earned through intent. Leaders who serve their people by caring for and growing them **create an environment where individuals thrive**, unlocking both personal and organisational excellence. This is the foundation of servant leadership: the leader's primary responsibility is to enable their people to become better, both professionally and personally.

Despite its clarity, many leaders struggle to adopt this approach due to entrenched, outdated leadership models that focus on control rather than empowerment. The **2-Day Introduction to Care and Growth Workshop** provides a transformative exploration of leadership through this lens. At its core, leadership is about intent—when intent is clear, everything else falls into place.

Join us in redefining leadership and unlocking the full potential of your people and your organisation. Embrace the opportunity to challenge the status quo and envision new possibilities for growth. Together, we can create actionable strategies that not only inspire but also deliver tangible outcomes, ensuring that your leadership journey is both impactful and rewarding.

Workshop Content

The Issue of Power:

The issue of power in the workplace and the difference between power and control.

Intent:

The core criterion for excellence in leadership – intent and the intent test.

The Key Principles of the Care and Growth Model:

Power by Permission:

The leadership relationship is not a buyer seller relationship but a relationship of power

The Price of Power:

The right to demand delivery has to be earned by each through caring for and growing their subordinates.

Growth and the Incremental Suspension of Control

Growth is a process of empowerment of the incremental suspension of control/ Each increment involves a greater degree of trust and entrustment.

Maturity means being here to give, acting with generosity and courage

Empowerment is about producing givers in the organisation. Givers are more mature human beings who act out of generosity and courage.

Values:

The difference between values and needs driven behaviour. The effect of values on a leader's ability to lead.

Maturity:

Understanding the process of a leader's maturation and the impact it has on organisational excellence.

Empowerment:

Empowerment and the provision of means, ability and accountability. Unless all three variables are dealt with, empowerment has not taken place



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