

A TRANSFORMATIONAL LEADERSHIP DEVELOPMENT PROCESS

Partners for Possibility is a home-grown transformational leadership development process with social impact.

Business leaders are paired with school principals at under-resourced schools. Through a year of cutting-edge leadership development, the programme strengthens:

- the principal's capacity to manage and lead the school, with the ultimate objective of improving education outcomes at the school;
- the business leader's ability to deal with complexity and ambiguity and capacity to lead beyond authority.

This unique process has been recognised by a growing number of corporate participants, who report a significant return on their investment.

Partners for Possibility has been recognised by HR.com, who annually ask for nominations for top leadership development programmes around the world and who added PfP to their list in 2015 and again in November 2016.

Subsequent to PfP's most recent inclusion on this list, HR.com conducted an impact assessment by asking 800 participants for feedback on their experience of the PfP programme.

In 2017, PfP received a LEAD Award as a Top Leadership Partner at the LEAD2017 Awards in Nashville, Tennessee. It ranked number 6 in the Top Leadership Partner category out of more than 200 organisations that were polled by HR.com for the awards.

For results of the survey, please see the next few pages.



Results from the HR.COM survey about PfP

A transformational leadership development process.

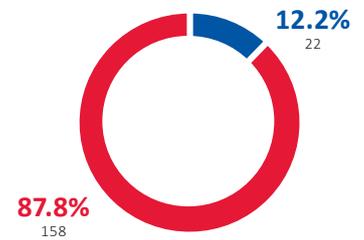
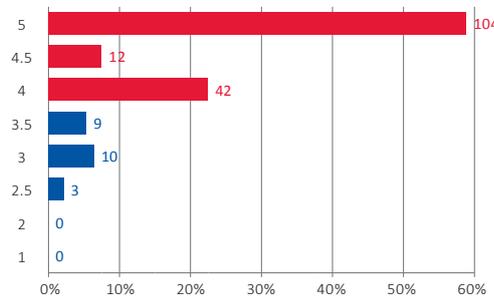
Number of PfP participants who responded to the survey:

180

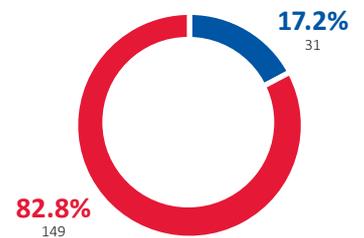
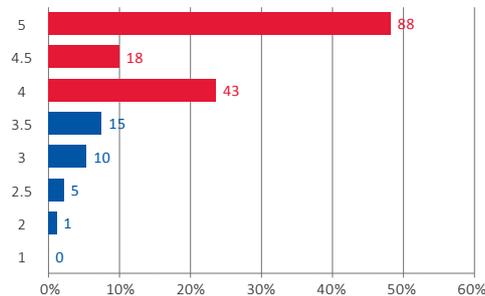
(more than **20%** of people eligible to respond)

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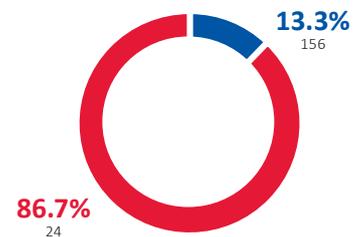
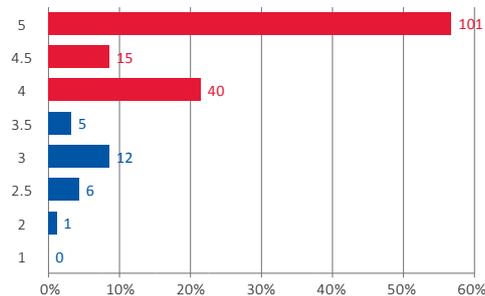
1. You have increased your leadership knowledge, skills and abilities as a result of programme participation.



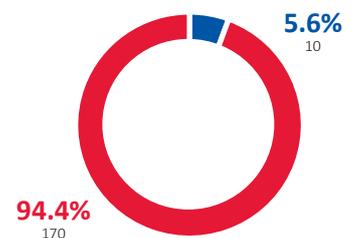
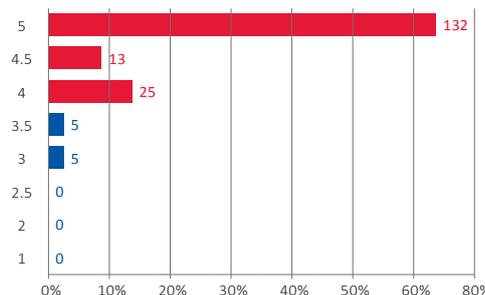
2. The takeaways from this programme helped you to improve your personal performance and the performance of your team.



3. Your personal return on investment from programme participation was high.



4. You would recommend participation in this programme to your peers.



“**PfP** is a fantastic programme that makes it easy for any professional to get involved in a programme that tackles one of South Africa’s main challenges, builds bridges between the privileged and the disadvantaged and develops personal, leadership and communication skills. I highly recommend it to anyone wanting to get involved in helping South Africa realise its potential.”

“Best leadership development I have ever done! Practical and hands on! This is experiential learning at it’s best.”

“The programme expanded my insight in the challenges our schools and principals face and have contributed to my appreciation of diversity in my own country and community close to where I live and work. The impact of thinking partnerships is a strong learning. The importance of supporting leaders cross industries to develop insight can only help leaders and our country.”

“Absolutely amazing programme that combines leadership development with crucial social impact in South Africa’s educational sector!”

“This programme has equipped me with skills to listen more and be more influential. It has also helped me to be able to have hard conversations in order to get the best out of people. I have also learnt how to deal with volatility, uncertainty and complexity more effectively. I have become an active citizen and a committed and dedicated South African.”

“My engagement with **PfP** has led to a degree of personal growth that I would not previously have believed possible. I find that my perception of the world, my ability to influence and engage with it, and to create change, has dramatically shifted. I am very grateful to **PfP** for exposing me to a world in which possibility and an abundance mentality are everyday realities.”

“As a Business partner in the program, I think I walked away with more learnings than the principal I worked with when I thought it would be the other way round!”

“Strategic, stimulating, thought-provoking, worthwhile and a very meaningful use of my time. This initiative will make a difference to South Africa.”

“Most effective leadership programme I have ever been involved in, got to practice my acquired skills in real time.”

“The **PfP** programme demands leadership in action, not in theory. It requires you to address serious challenges that you have almost certainly not encountered before in a volatile, uncertain, complex and ambiguous environment in which you have no previous experience where the problems are acute and the solutions are by no means clear. Participants work closely with people from a completely different sector and usually a different culture and background to their own. The opportunities for unique personal and leadership growth in this programme are endless.”

“I found the programme life changing. It helped move me from being a complaining consumer to become an active citizen. I really learned of huge problems facing the poorly equipped principals of our schools and was glad to be of some help.”

“The field immersion learning is invaluable. I found the reflective nature of the learning highly beneficial for personal development. The ability of the programme to enhance a community & create a new story is phenomenal and most of all I love the possibility it offers to build cultural bridges that offer hope to SA to truly become a rainbow nation.”

“**PfP** is a must! Everyone should get a chance to participate in this program. It will change your life and leadership forever.”