

Organisation and Management Technologies

Masters of
Management
Programme (MMP)



A UNIQUE VANTAGE POINT

Imagine having observed how 300 CEO's go about handling 6 of the most critical leadership situations in dealing with building high performance organisations. Imagine observing and researching their thought processes, their leadership styles, their competencies, their personalities, their interest, their views and attitudes. Imagine taking this rich tapestry of observations, then distilling the essential wisdom, theory, approach in how to deal with the organisational and business challenges we face each day. Imagine building that into a leadership program where other managers and leaders can be exposed to this incredible information, developing, adjusting, modelling their own leadership approach based on these winning recipes.

This is exactly what OMT did and the outcome was the **Masters of Management Program**.

OMT, having assessed more than 8,000 leaders across more than 500 organisations from 26 different countries, have this unique vantage point and have named this development program the Masters of **Management Program (MMP)** as it exposes the participant to how the Masters of Commerce and Industry, real people with proven real success, go about achieving it; not some textbook theory that may not be applicable or out-dated.

HIGH IMPACT CORPORATE LEADERS

In researching the CEOs and management teams of organisations with high growth indicators (revenue growth, profit growth, return on sales and return on assets) and comparing them with those organisations with low growth or declining indicators, OMT / EvaleX has isolated the generic competencies, thought processes, behavioural patterns, personality traits, managerial styles, management processes and practices of highly successful top level business leaders and managers.

These leaders can be defined as **High Impact Corporate Leaders**.

At a sufficient level of abstraction, these business leaders and their organisations have a lot in common irrespective of country of operation or type of industry. This valuable information has been published by Dr Pieter Bronkhorst in his book "***The Architecture of High Performance Organisations***" and is one of the handouts to delegates during the MMP.

TALENT AND THE HIGH PERFORMANCE ORGANISATION

As you are probably aware, your company will in future have an increasing demand for managerial competence and talent to ensure business growth in terms of market share, return on assets or capital employed as well as profitability.

Through the years OMT have developed organisation and management technologies to help organisations deal with the issue of corporate performance management, corporate growth management and corporate rejuvenation. The **Masters of Management Program (MMP)** supports other strategic initiatives to expand your business, to move it a truly high performance organisation.

OBJECTIVES OF THE MASTER OF MANAGEMENT PROGRAM (MMP)

The purpose and raison d'être (reason for existence) of the **MMP** is to help the participants move closer to becoming **High Impact Corporate Leaders**.

The objective of this programme is to expose delegates to the management practices these "masters of management", that is successful business leaders and managers, use to deal with the critical management issues of:

- **Problem solving and decision making** (Leadership in problematic and challenging situations: covers dimensions such as: problem analysis and fact finding, reasoning ability and judgement),
- **General management** (Leadership in a business, portfolio or function: covers dimensions such as: initiative, managerial insight and understanding, judgement, delegation, decisiveness, planning and organising),
- **Project management** (Leadership in projects: covers dimensions such as: project design, project organisation, utilisation of staff, understanding and judgement),
- **Staff management** (Leadership in one-on-one interactive situations: covers dimensions such as: motivational behaviour, task structuring, customer sensitivity, emotional intelligence and charisma),
- **Meeting management** (Leadership in group interactive situations: covers dimensions such as: influence, directional behaviour, reasoning ability, insight into business issues),
- **Client Relationship Management** (Leadership in client management: covers dimensions such as client responsiveness, interactive sensitivity, process redesign)
- **Thought Leadership:** (Managerial and strategic thought processes; intellectual leadership of the thought processes within an organisation: covers dimensions such as systems thinking),
- **Emotional Maturity** (Building mature and sustainable relationships with others)
- **Winning management styles and approaches** (The profile of their typical personality characteristics, managerial styles, interests and values of High Impact Corporate Leaders will be discussed)

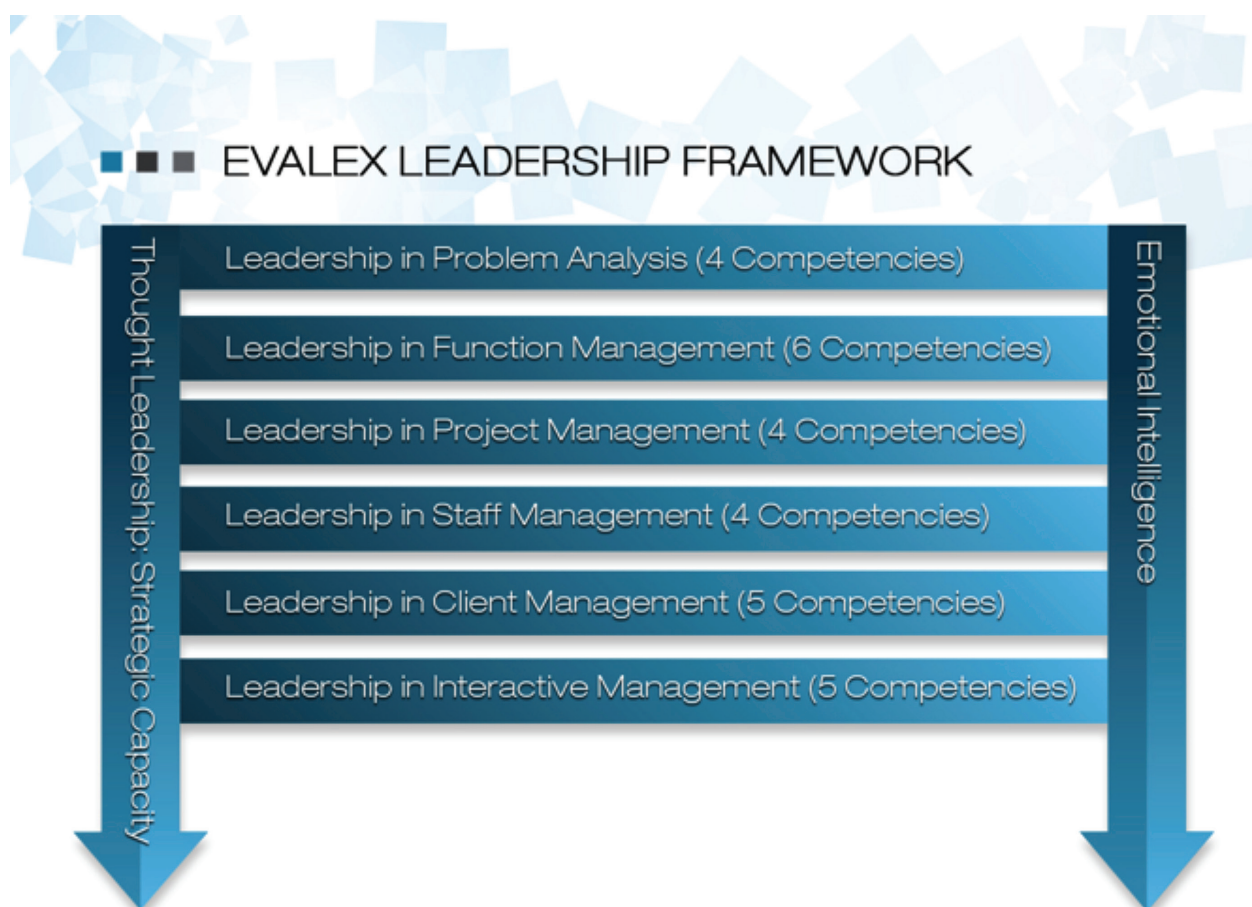
LEARNING METHODOLOGY USED DURING THE MASTER OF MANAGEMENT PROGRAM.

The **MMP** is based on an “experiential learning” philosophy. Aristotle once said, “For the things we have to learn before we can do them, we learn by doing them”.

The concept of experiential learning was first explored by John Dewey and Jean Piaget, among others. It was made popular by education theorist David A. Kolb, who, along with John Fry, developed the ‘experiential learning theory,’ which is based on the idea that ‘learning is a process whereby knowledge is created through transformation of experience’ (as quoted on SimplyPsychology.org). It is based on four main elements, which operate in a continuous cycle during the learning experience:

- Concrete Experience
- Reflective Observation
- Abstract Conceptualization
- Active Experimentation

This approach is followed in developing the leadership competencies set forth in the EvaleX Leadership framework.



For each of the key leadership situations we need to deal with to succeed in our careers, the four step experiential learning process is followed.

DURING THE PROGRAMME

- Delegates will be given relevant theoretical inputs on each of the above topics, based on the research to date.
- Delegates will be able to develop, by practical means, a thorough and comprehensive conceptual framework and understanding according to which they will in future be able to evaluate and negotiate the various managerial situations that they need to deal with.
- To establish their current level of functioning the delegates will then be given numerous management simulations and case studies
- Following which they will be given the opportunity to develop the desired thought processes, competencies and management practices through further management simulations and case study exercises.

This programme is indeed unique, in that it does not put across outdated management concepts, removed from reality and which only exist in textbooks. It puts across the latest and freshest observations of executives functioning within a business context, highly relevant to today and based on the reality of what executives are actually doing (practical), not what they should be doing (theoretical). Obviously, certain trends are observed which do indicate direction in terms of what we could do better or should do differently and these are considered and discussed. The main feature of the **MMP** is its relevance and the fact that it is practical.

TARGET POPULATION

The **MMP** programme is aimed at key middle to senior managers in organisations, or high potential junior managers requiring exposure to a special development opportunity.

KEY REQUIREMENTS

Due to its intense nature, and the quality time awarded to each delegate, only eight managers can participate in each programme. The **MMP** is a seven day programme, scheduled either on seven consecutive days, or alternatively, on three/four consecutive days per month over a two month period, or two consecutive days per month over a three month period then day seven in the fourth month.

Once the programme is scheduled it is imperative that all those nominated attend every day of the training. This is due to the fact that each manager's development is dependent on an intense interactive process, and the non-attendance of a delegate could adversely affect the group dynamics during this developmental process.

For more information or to book a program, please make contact with any of the following consultants:

- Hendrik@evalex.com
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Organisation and Management Technologies (OMT) are leaders in Talent Management solutions.

Through their advanced EvaleX cloud based talent software application they offer organisations the following range of solutions:

- Leadership Assessments: EvaleX30 EvaleX35 and EvaleX40 combines Assessment Centre Technology and Psychometrics.
- EvaleX Psychometrics: Behavioural Competence Assessments include EvaleX10 and EvaleX20
- Odyssey talent assessment: Assesses learning potential and talent at entry level positions.
- EvaleXCulture: Automated culture and 360 surveys.
- EvaleX Talent Acquisition System: Cloud based recruitment management system with very unique features.
- EvaleX Competence Inventory: Assessment of technical competencies.
- EvaleXPerform: A very sophisticated on-line performance management system.
- EvaleXTalent: A talent management module that translated competency assessments into talent strategies.

For more information about these please see e-mail and website addresses shown elsewhere in this brochure.

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