

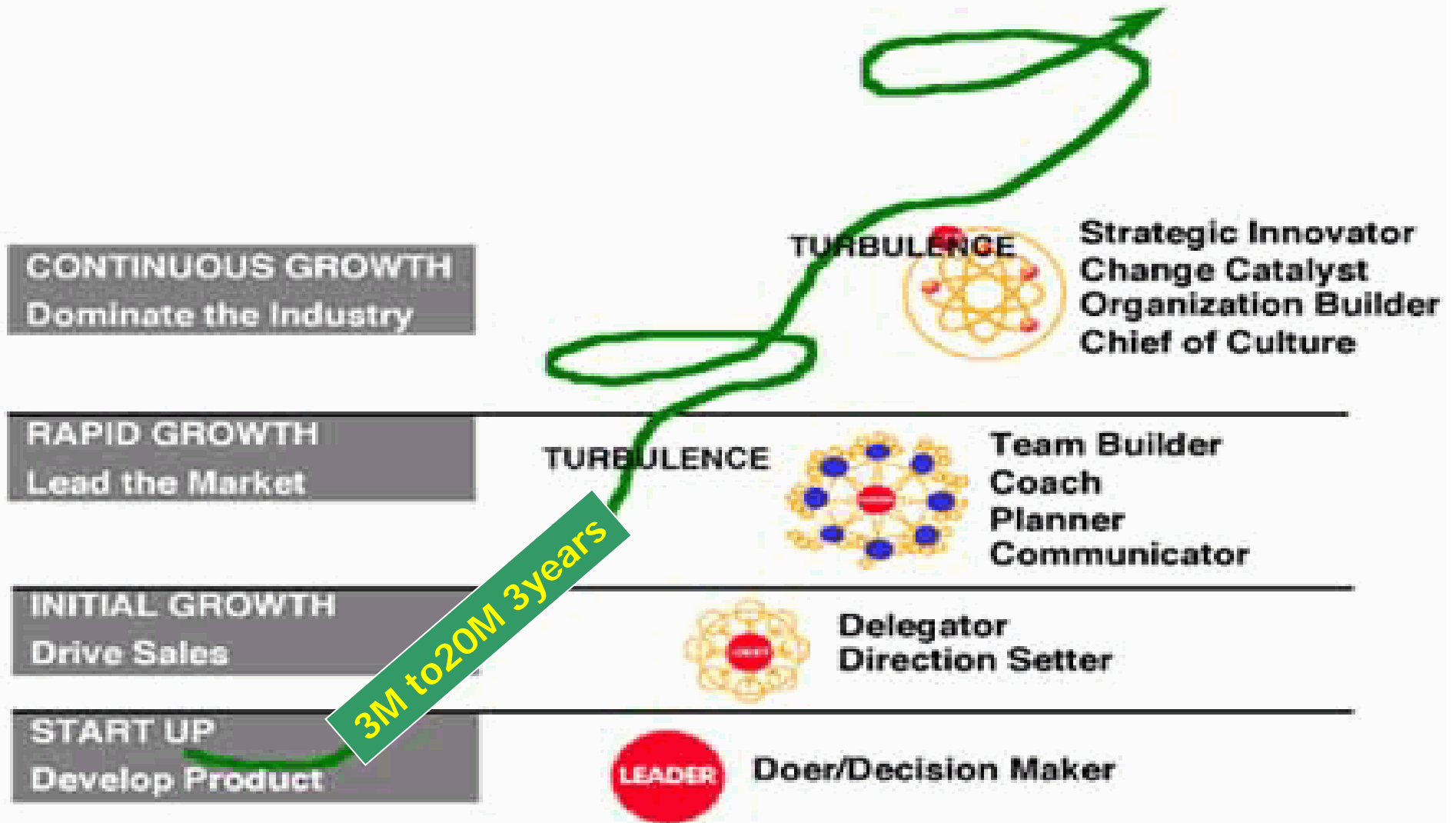
A green chalkboard with two pieces of pink chalk and some faint white chalk markings. The chalk is positioned in the lower-left quadrant, and the markings are scattered across the board. The background is a soft, out-of-focus green.

From Entrepreneurs to Professional Managers

Magda du Preez

Rapid Growth

EVOLUTION OF THE CEO & TEAM





Building a Team

Challenges in Developing Competencies

- Few data providers
- Managers not familiar with competencies
- Business in flux
- Clarify core needs from roles



Building a Team

Factors that Assisted in Competency Development

- Partner closely – high involvement to ensure accuracy of data
- Clarify values and associated behaviors that drive the culture
- Avoid professional jargon



Building a Team

Select Leaders

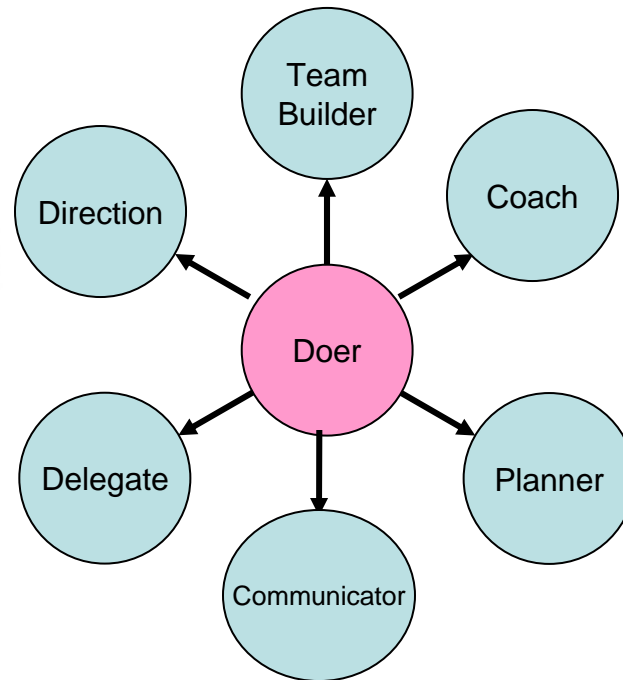
- Creating Tools that Reflect Reality
 - Leaderless Group Team Meeting
 - Presentation
 - In-Basket
 - Role-Play
- Administer and Educate



CEO fit?

- Business Needs
- Person

CEO Role



Change in:

- Role
- Skills
- Motivational Needs



Development Plan

- Prioritizing Competencies
- Parallel interventions:
 - Team: Development Tools combining business needs with leadership growth
 - Individual: Coaching



Development Path

- From awareness to management
- Action Learning
- Knowledge and Skill Building

Questions

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