



LEADERSHIP DEVELOPMENT TRAININGS

Beulah Africa is partnering with Thinking Fusion Africa to deliver world-class leadership training. Thinking Fusion Africa, founded by Prof René Uys, is affiliated with the University of North West and is unparalleled in terms of leadership development.

- 01 Boys2Men**
- 02 Becoming a Woman**
- 03 Let's GO!**
- 04 Launchpad**
- 05 Self-Leadership**
- 06 Essential Leadership Insight**
- 07 Women Who Lead**
- 08 Leadership in the Connecting Economy**



Boys2Men

Become your own role model



The goal of this programme is to help young males to understand themselves better through gaining knowledge about the various phases of their development, understanding how to approach relationships as well as the importance of treating females and other people with respect.

Many young males grow up in poverty-stricken environments, with poor role models, absent and often uninformed parents. They do not get the guidance to understand what happens to their sexuality when they grow up, how to make the best decisions about sex, alcohol, drugs and self-care. These sensitive topics are combined with important matters such as treating others with respect, caring for healthy relationships and very importantly, curbing sexual abuse and gender based violence.

This programme will guide young males to become the best version of themselves and to understand the importance of creating a stable environment for themselves and those around them. It will provide young males with knowledge that they can transfer to other young males to help guide them to understand what they are going through, how to handle all their bodily changes and how to handle their sexuality as well as how to adapt to all of these changes.

PROGRAMME PHILOSOPHY

The philosophy of the programme is to build a stronger and more knowledgeable male role model for their communities to curb violence against females, other people and gang behaviour.

DESIGNED FOR

Young males from 12 to 18 years old

DELIVERY

Duration: 1 contact day

Venue: A venue selected by the client

Group: Minimum of 20 participants

HOW WILL YOU GROW?

Understanding the various phases of your physical development and its impact

Learning how to treat other people and yourself

Becoming a better follower (and leader)

Understanding the impact of your choices on you and on others

Developing your emotional intelligence

Developing personal power

WHAT WILL YOU EXPERIENCE?

An exciting learning experience on the way to becoming the best you

Challenge who you are and be challenged

Formulate positive and powerful thinking and choices

Master new life-skills

The privilege of being mentored

Boys2Men

Become your own role model

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Programme content

1. Who am I?
2. Self-worth
3. Changes during puberty and adolescence
4. What I should know about ladies
5. Pornography and its effects on you
6. Relationships and sex
 - Treating a woman (everyone) with respect
 - Sex and sexuality
 - Sex and relationships
 - (Sexual) violence and rape
7. Public displays of affection
8. Peer pressure and bullying
9. Smoking, alcohol and drugs
10. Being happy with ME
11. Gratitude



Motshoanetsi Lefoka (Director) on 073 634 4098,
motshoanetsi@thinkingfusion.co.za
Prof René Uys (Director) on 082 888 9702,
rene@thinkingfusion.co.za

Website: www.thinkingfusion.co.za

**WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2**



Becoming a Woman

Become your own role model



The goal of this programme is to help young females to understand themselves better through gaining knowledge about the various phases of their growth development, understanding how to approach relationships and the importance of treating people with respect.

Many young females grow with poor role models, absent and often uninformed parents and in poverty. They do not receive the guidance to understand what happens to their sexuality when they grow up, how to make the best decisions about peer pressure, bullying, what bra is best for their body and menstruation. These sensitive topics are combined with important matters such as setting boundaries, sexual assault, how to say no and how to know if they are ready for the next step or not.

This programme will guide young females to become the best version of themselves and to understand the importance of creating a stable environment for themselves and those around them. It will provide young females with the important knowledge they require to be able to transform from being a girl into a woman.

These young females will then be able to transfer their knowledge to other young females to help guide them to understand what they are going through and how to be able to handle and adapt to their bodily changes.



PROGRAMME PHILOSOPHY

The philosophy of the programme is to build resilient, informed and knowledgeable female role models who can assist and support other young females in their communities.



DESIGNED FOR

Young females from 12 to 18 years old



DELIVERY

Duration: 1 contact day

Venue: A venue selected by the client

Group: Minimum of 20 participants



HOW WILL YOU GROW?

Understanding the various phases of your physical development and its impact

Learning how to treat other people and yourself

Becoming a better leader in your community

Understanding the impact of your choices on you and on others

Developing personal power



WHAT WILL YOU EXPERIENCE?

An exciting learning experience on the way to becoming the best you

Challenge who you are and be challenged

Formulate positive and powerful thinking and choices

Master new life-skills

The privilege of being mentored

Becoming a Woman

Become your own role model

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Programme content

1. Who am I?
2. Self-worth
3. Puberty and growing up
 - Top signs of being in puberty (girls and boys)
 - Pornography
 - Peer pressure and bullying
 - Breasts and bras
 - Menstruation
4. Relationships and sex
 - Saying no
 - How to know if you are ready for the next step
 - Being treated with respect
 - Setting boundaries
 - Sexual assault
5. Contraceptives and pregnancy
 - STI's
 - Falling pregnant
6. Dress and make-up
7. Gratitude



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**WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2**



let's go!

write the book you want to read



thinking
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2004-2024

YOUNG? READY TO DESIGN YOUR FUTURE?

Then **LET'S GO!** on an exciting journey of self-discovery to master self-development with new skills and understand your individualism, your awesomeness and the greatness that awaits you.

Design your personal brand by which to live. Place yourself squarely on the winning path.

READY. SET. AWESOMENESS.



HOW WILL YOU GROW?

- Know and understand yourself better
- Develop personal leadership as a life skill
- Develop your personal brand
- Know your life purpose
- Have fun, learn and discover
- Make new friends
- Be a new, better you



DESIGNED FOR

- Learners, Students, Graduates, Interns, Learnerships
- ...Any one 15-30 years old



FOR SUCCESS

- Presentation of ME2B
- (the future me, and my new personal brand)



WHAT WILL YOU EXPERIENCE?

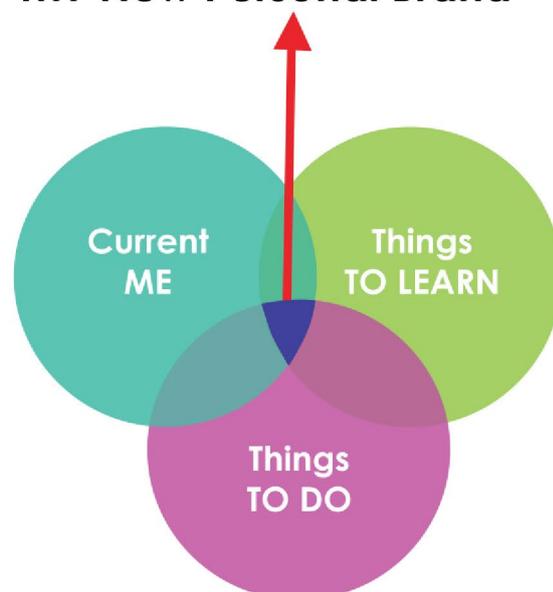
- Exciting discovery tools
- Creative designs
- Fun activities
- Colourful material
- Interesting learning sessions
- Life skills
- Content that you will use forever



DELIVERY

- Duration: Four consecutive contact days
- Venue: A venue selected by the client
- Group size: 30 participants
- Programme could also be offered virtually

ME2B: MY New Personal Brand



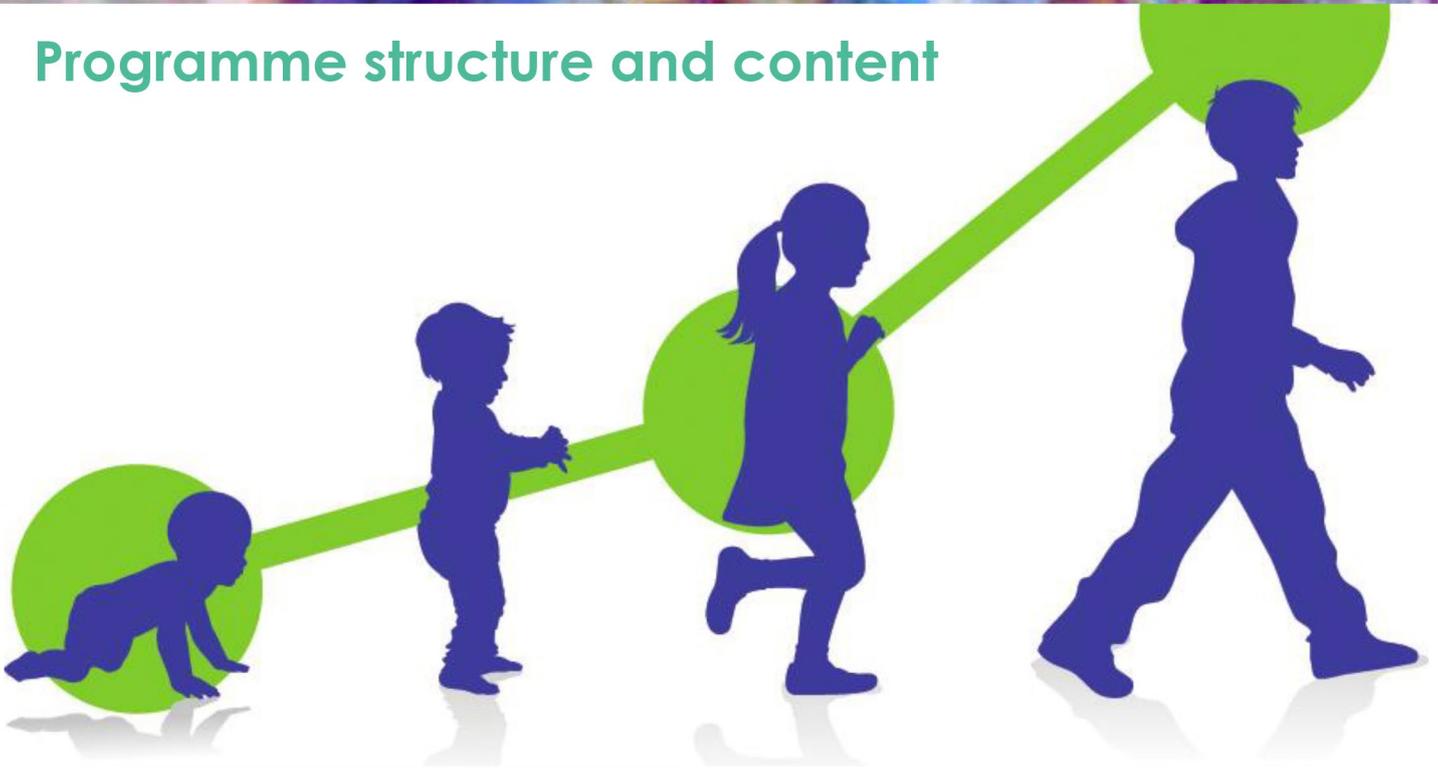
Motshoanetsi Lefoka (Director) on 073 634 4098,
motshoanetsi@thinkingfusion.co.za
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let's go!

write the book you want to read

Programme structure and content



ME - Learning 1

1. Reflection and journaling
2. My different ME's
 - The current ME
 - The ME others want me to be
 - The ME I pretend to be
 - The ME I am meant to be
3. My personality type
4. How I think - my brain profile
5. Am I an introvert or an extrovert?
6. My processing style

ME - Growing 2

1. The values I live by
2. Things I am passionate about
3. Mental (Cognitive) Development
4. The Art of Thinking
5. Decision-making
6. Self-awareness
7. Improving my strengths and talents

ME - Going 4

1. Empathy, assertiveness, fairness, gratitude, self-confidence
2. Being authentic
3. My life purpose
4. Living a purposeful life
5. My personal identity
6. This is ME - Building my personal brand

ME - Moving 3

1. Personal development plan
2. What do people say about me and how do I respond?
3. My locus of control
4. My dealing with conflict
5. My visual impact
6. Sex, drugs and alcohol
7. My boundaries
8. My life story

Launchpad

Dare to be brave

INNER STRENGTH
LEADER SKILL
PERFORMANCE
COMMITMENT



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AFRICA

2004-2024

PURPOSE

To prepare a person to grow inner strength and skills for personal differentiation.

If you wish to achieve worthwhile things in your personal and career life, you must become a worthwhile person in your own self-development. Brian Tracy

VALUES

Care & Morality: We care about one another, nature, relationships, our place of work, and ourselves.

Curiosity: We ask questions, never stop learning, expand on our skill and knowledge base.

Courage & Resiliency: We dare to be brave.

Connection (economy): We cherish relationships because we live in the Connection Economy.

DELIVERY

Duration: Four consecutive days or a configuration of your choice

Venue: In-house at venue of client's choice

Group size: 25-30 participants

Programme could also be offered virtually



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motshoanetsi@thinkingfusion.co.za
Prof René Uys (Director) on 082 888 9702,
rene@thinkingfusion.co.za

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DESIGNED FOR

Learners, students, graduates, interns, operators, professionals in training, new entrants and supervisors.

HOW WILL YOU GROW?

Know and understand others better

Understand workplace expectations and behave appropriately

Develop emotional intelligence

Become strong through vulnerability

Optimise communication skills

Develop sound relationships

Develop personal power

WHAT WILL YOU EXPERIENCE?

Learn, play, laugh, discover, apply, practice, know and do

Learn from self as one among others

Undertake uncomfortable self-discovery

Practice-by-doing during and after sessions

Capture learning on ME&U

Challenge and be challenged

Formulate thinking

FOR SUCCESS

Presentation of Personal Commitment

**WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2**



Launchpad

Dare to be brave

INNER STRENGTH
LEADER SKILL
PERFORMANCE
COMMITMENT

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2004-2024

LAUNCHING MYSELF INTO GREAT PERFORMANCE:

MAKING A PERSONAL COMMITMENT

1. THE WORLD I NEED TO LAUNCH INTO

Learning framework

- How to use the programme as a personal launchpad by practicing self-leadership
- Reflection journaling
- 1. Unpacking the core of the programme
 - Care and Morality
 - Curiosity
 - Courage and Resiliency
 - Connection (economy)
 - The importance of relationships
 - Effective relationships at work
- 2. 5th Industrial Revolution
- 3. Hybrid work
- 4. How to conduct yourself in virtual meetings
- 5. Ways to make impact at work
- 6. Being mindful
- 7. Change and me
- 8. How to initiate change in the workplace (even if I am not in charge)
- 9. How can I perform better?

2. GETTING MY INNER ME READY FOR MY BIG LAUNCH

1. Emotional Intelligence
2. Vulnerability
3. Diversity knowledge of groups
 - Age diversity
 - Cultural diversity
 - People with disabilities
 - Gender diversity
 - Personality Types
4. Using my energy optimally
5. The power of being positive
6. Happiness
7. Personal power

3. BUILDING SKILLS FOR MY BIG LAUNCH

1. Optimising communication skills
 - Verbal communication
 - Listening skills
 - Written communication skills
 - Body language
2. Time management
3. Followership
4. When I clash with my leader – things to do
5. Networking
6. Etiquette
7. Preparing and participating in meetings
8. How to dress for work
9. Ways to improve your personal branding
10. Understanding the organisation's culture
11. Fit in with the organisation culture
12. Determine your why – reasons for choosing your career

Self- Leadership (LMS)

Certificate issued by NWU

ENERGISING
SELF-DISCOVERY
SELF-MASTERY
LIFE-CHANGING



05

This programme has an exclusive self-leadership focus and a design that deepens self-discovery and self-mastery. It takes participants through an intense personal experience that leads to redefining themselves at work and in their personal lives supported by clear development plans.

It is known for its life-changing personal impact as well as its contribution to building trust in natural teams at work.

The programme is quality assured by NWU Business School.

PROGRAMME PHILOSOPHY

Self-leadership is the process of influencing oneself to establish the self-direction and self-motivation that one needs to perform at an exceptional level, as well as to experience personal meaning and fulfilment.

PERSONAL BENEFITS

- Self-mastery in personal and work life
- Practical tools and content for life-long learning
- Development plan in partnership with manager
- High-performance individual development supported by manager

ORGANISATIONAL BENEFITS

- Noticeable improvement in motivation and accountability
- New and stronger internal networks
- Self-ownership for development in current role
- Less dependence on manager for performance
- Significant improvement in team cohesion and trust levels (when attended by teams)

DESIGNED FOR

- Managers, Specialists, Emerging Leaders
- Supervisors (Production and Administrative)
- Technicians, Personal Assistants and Secretaries

It is also designed for natural teams

DELIVERY

Presented via LMS by qualified, highly skilled facilitators

Material loaded on LMS

All programme content covered on the LMS

FOR SUCCESS

- Development Plan approved by manager
- Portfolio of Evidence
- Completion of all the required sections

Self- Leadership (LMS)

Certificate issued by NWU

ENERGISING
SELF-DISCOVERY
SELF-MASTERY
LIFE-CHANGING

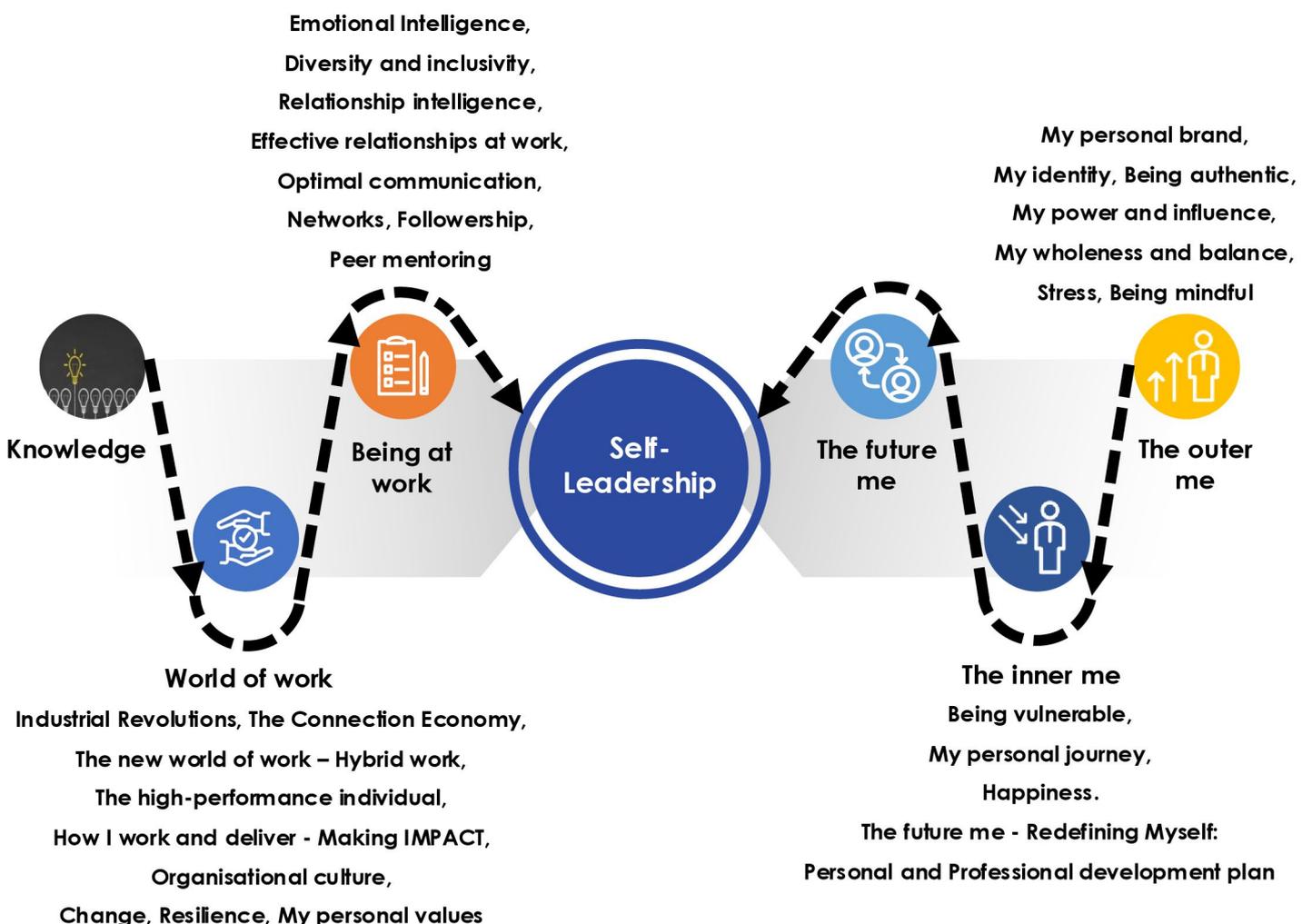
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NWU
BUSINESS SCHOOL

05

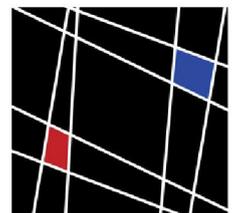
Programme structure and content



Motshoanetsi Lefoka (Director) on 073 634 4098,
motshoanetsi@thinkingfusion.co.za
Prof René Uys (Director) on 082 888 9702,
rene@thinkingfusion.co.za

Website: www.thinkingfusion.co.za

WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2



Essential Leadership Insight

Certificate issued by NWU

FOCUS
PERSONAL
CONFIDENCE
FUTURE



06

An intensive leadership programme that builds confidence in participants at a personal and leadership level.

Designed to give leaders the core leadership knowledge and self-knowledge to commit to focused personal and leadership skill development.

A high-paced programme, very participative and activity-based in its delivery.

Culminates in a personal and leadership development plan.

The programme is quality assured by NWU Business School.

◆ PROGRAMME PHILOSOPHY

The context within which leaders must lead should determine the essential skills that leaders should develop.

Developing these skills is a process that requires self-insight and a clear development plan.

◆ PERSONAL BENEFITS

Deep personal discovery

Credible development plan based on sound insights, reflection and practical actions

Commitment of direct manager to development

Leading with confidence

Use of practical tools after completion

Improved relationships

◆ ORGANISATIONAL BENEFITS

Effective leadership and positive relationships

Leader with commitment to own development in partnership with direct manager

Current applied leadership theory and practice

Exceptional impact on team performance when attended by teams

◆ DESIGNED FOR

Managers

Specialists

Supervisors

◆ DELIVERY

Duration: 6 days in 3 two-day sessions

Venue: In-house at venue of client's choice

Group size: 20 to 30 participants

Programme could also be offered virtually

◆ FOR SUCCESS

Personal and Leadership Development Plan

Development Plan presentation

Portfolio of Evidence

Attendance of at least 5 days

Essential Leadership Insight

Certificate issued by NWU

FOCUS
PERSONAL
CONFIDENCE
FUTURE

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06

Programme structure and content

The LEADERSHIP WORLD (Context)

1

- Reflection journaling
- Changing face of the place of work
- The Connection Economy
- Business ecosystems
- The new world of work - Hybrid Work
- Strategy of the organisation
- Culture and organisational values
- Impact of the leadership world on our organisation
- Leadership

- Emotionally and socially intelligent leader behaviour
- Psychological safety at work
- Leading change
- Resilience
- Making better decisions
- Valuing diversity
- Communicating powerfully
- Developing effective relationships
- Being a courageous follower
- Leading people and teams

2

Essential LEADER SKILLS (Content)

Essential SELF-INSIGHT (Process)

3

- Being vulnerable and inspiring
- Being a visible leader
- Skills of power
- Understanding personal values
- Personal identity and brand



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Prof René Uys (Director) on 082 888 9702,
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Website: www.thinkingfusion.co.za

**WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2**



Women Who Lead

Certificate issued by NWU

VOICE
BRAVE
REAL
SIGNIFICANT



07

The programme equips women-leaders to find their voice, be brave, remain real and have significance.

They will lead, think and behave differently to have a profound impact in their teams and organisations.

It is an applied leadership learning programme specifically designed for women who lead.

It is a challenging, sophisticated and extensive developmental experience at a full professional level in respect of leadership theory and practice.

The programme is differentiated by integrating research-based content relevant to women-leaders, the insights of women and the realities faced by women in organisations.

This is done by highlighting challenges, proposing solutions but more so, to stimulate debate and ensuring empowerment beyond stereotypes.

The following aspects are for example addressed:

- The female communication style including the use of humour.
- Reality checks in the workplace - the typical view, the difference between men and women and how to optimise the difference without negating it.
- Women's suitability for the 4th and 5th Industrial Revolutions.

The programme is quality assured by NWU Business School.

PROGRAMME PHILOSOPHY

"Leadership is not about men in suits. It is a way of life for those who know who they are and are willing to be their best to create the life they want to live." Kathleen Schafer, Founder, Leadership Connection

PERSONAL BENEFITS

A unique angle on how women might respond, behave, experience a challenge and relate to others

Development of life-long leadership skill

International content from recognised sources

Immediate application in leadership roles

Diagnostics and practical tools that may be used afterwards

Personal discovery and development

Development of systems thinking skill

Forging of strong support networks and sounding boards

ORGANISATIONAL BENEFITS

Noticeable impact on leadership culture

Effective leadership and positive relationships

Complex leadership problem project proposals

Current applied leadership theory and practice

Positive impact on organisational culture

Positive support of employment equity and female empowerment

Female talent attraction once known as an organisation with a female focus (EVP)

Women Who Lead

Certificate issued by NWU

VOICE
BRAVE
REAL
SIGNIFICANT

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2004-2024



07

NWU
BUSINESS SCHOOL

DESIGNED FOR

Women in Senior Management, Middle Management and Specialist roles

It can be customised for Junior Managers and Emerging Leaders

FOR SUCCESS

Presentation of Systems Thinking (small scale) and Psychological Safety projects

Portfolio of Evidence

Attendance of at least 10 days

DELIVERY

Duration: 12 days in 6 two-day sessions

Venue: In-house at venue of client's choice

Group size: 20 to 30 participants

Programme could also be offered virtually



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REFRAMED Context

Leadership and Personal capacity

Engaging

- T14 | Change and transformation
- T13 | Giving direction
- T12 | Leading teams
- T11 | Leading people
- T10 | Empowered communication

Self

- T9 | Being the leader
- T8 | Personal wholeness

Cognition

- T7 | Diversity and inclusivity
- T6 | Skills of power
- T5 | Followership
- T4 | Art of leading
- T3 | Biomatrix Systems Thinking

Context

- T2 | Culture and Psychological safety
- T1 | The context of learning leadership

WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2

Leadership in the Connection Economy

Certificate issued by NWU

THINK
BEHAVE
APPLY
LEAD....

DIFFERENTLY!



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08

This programme, with an exclusive leadership focus, is unique in design and implementation.

It equips leaders to lead, think and behave differently in order to make a profound difference in their teams and in their organisations.

The content is science-based, the learning experience is intense and the leadership skill developed of practical value. It is a challenging, sophisticated and an extensive developmental experience at a full professional level in respect of leadership theory and practice.

It culminates in a presentation made to the senior management on a project based on systems thinking.

The programme is quality assured by NWU Business School.

PROGRAMME PHILOSOPHY

Leaders who undertake a voyage of personal understanding and development can transform not only their own capabilities but also those of their organisations... David Rooke and William R. Torbert

PERSONAL BENEFITS

- Development of life-long leadership skill
- International content from recognised sources
- Immediate application in leadership roles
- Diagnostics and practical tools that may be used afterwards
- Personal discovery and development
- Development of systems thinking skill

ORGANISATIONAL BENEFITS

- Noticeable impact on leadership culture
- Effective leadership and positive relationships
- Complex leadership problem project proposals
- Current applied leadership theory and practice
- Exceptional impact on team performance when attended by teams

DESIGNED FOR

- Senior and Middle Managers
- Specialists
- Emerging Leaders

DELIVERY

- Duration: 12 days in 6 two-day sessions
- Venue: In-house at venue of client's choice
- Group size: 20 to 30 participants
- Programme could also be offered virtually

Leadership in the Connection Economy

Certificate issued by NWU

THINK
BEHAVE
APPLY
LEAD....
DIFFERENTLY!

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08

NWU
BUSINESS SCHOOL

Programme structure and content

ENGAGING

- T10 | Communication
- T11 | Leading people
- T12 | Leading teams
- T13 | Giving direction
- T14 | Change and transformation
(Psychological safety presentation)

SELF

- T8 | Personal wholeness
- T9 | Being the leader

Leadership and Personal Capacity

REFRAMED Context

CONTEXT

- T1 | The context of learning leadership
- T2 | Culture and Psychological safety

COGNITION

- T3 | Biomatrix Systems Thinking
- T4 | Art of leading
- T5 | Followership
- T6 | Power and influence
- T7 | Diversity and inclusivity

Journey integration

Me-Journal and PoE
You-Coaching and PoE
Us-PoE and Psychological Safety project
We-PoE and Systems Thinking (small scale)

FOR SUCCESS

Presentation of Systems Thinking (small scale) and Psychological Safety projects

Portfolio of Evidence

Attendance of at least 10 days



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**WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2**





TRAINING PTY LTD

CREATING SUSTAINABLE CHANGE

www.beulahafrika.co.za
beulah@beulahafrika.co.za
+27 12 348 0682

Eugene Coetzee
eugene@beulahafrika.co.za
+27 83 306 1157

Meme Matsie
meme@beulahafrika.co.za
+27 83 95 35358