

W WOOLWORTHS / **VALUES BASED LEADERSHIP PROGRAMS**

Face to face

Running since 2010 – I was part of the design, delivery and development team and then *worked exclusively with the Clothing & General Merchandise teams for 6 years.*

The behaviours, linked to the business Values, now form *40% of every employee's Performance Review.*

Programs leverage Insights Discovery profiles and related tools in 6 programs running across all business divisions locally and internationally.

VBL1 (2 Days) – *Focusses on Self awareness* and how others preferences impact how we engage with each other. *Business Values underpin the ways of working and are integrated into an engaging program for every member of the business.*

VBL 2 (2 Days) – *Focusses on team effectiveness and tools to support developing high performance teams.* Started in 2012 it build on VBL1, aimed at management level / intact teams to support their development.

VBL 3 (2 Days) – *Focusses on Coaching and Mentoring* at a deeper level. We aligned the Insights Language to the CLEAR Coaching model and deep dive managers, trainers and coaches, and intact teams through it.

The Business has an *internal team* that we up-skilled to run the programs, profiles are internally generated, printed and all support materials and SETA (government) Accreditation managed by them.

For a look at the impact of the VBL programs look at : <https://www.youtube.com/watch?v=d25naTdCDqc>