



The Protea Programme:

Module 2: Lead Forward

Why the Protea?



The Protea was chosen as the symbol for this programme because it represents strength, resilience and growth in challenging conditions.

As a proudly South African symbol, the Protea reflects the reality that leadership growth is not always linear or easy. It develops over time through pressure, adaptation, courage and consistency.

Like the Protea, strong leadership is not about perfection or performance. It is about growing with depth, standing with confidence, and developing the ability to thrive in changing environments.

The programme draws on this idea throughout the learning journey – helping women lead in a way that is grounded, authentic and impactful.

Who Should Attend

- Women in management, team leadership, or senior professional roles who want to strengthen leadership presence, voice and direction.
- Women who are developing towards leadership and want to take greater ownership of their learning, career growth and professional impact.
- Women at any career stage who want to communicate more assertively, lead with greater confidence and build sustainable resilience.



Module 2: Lead Forward



Two-day programme

***Step forward with confidence. Claim your growth.
Lead with intention.***

Strong leadership does not stop at self-awareness. Once you understand how you think, respond and show up, the next step is to move forward with greater intention. This means taking ownership of your growth, speaking with clarity, shaping your career direction, and building the confidence to lead more visibly. Leading forward is about turning insight into action and becoming more deliberate about the leader you are becoming.

This matters because growth in leadership is not only about potential. It is about your willingness to claim your development, strengthen your voice, and step more fully into the opportunities and responsibilities ahead of you. As you do this, you are better equipped to contribute with confidence, communicate with authority, and lead with greater resilience in environments that are often complex, demanding and fast moving.

Lead Forward is the second module in the Women in Leadership Programme and builds directly on the foundation of Module 1. This practical, reflective and empowering module helps you take greater ownership of your learning, shape your career with more intention, communicate more assertively, and strengthen the resilience needed for sustained leadership growth. The result is a stronger, more intentional approach to leadership that helps you move forward with clarity, courage and purpose.

How you will benefit

- Develop a stronger sense of leadership agency and readiness to step forward
- Build a practical learning rhythm that supports growth, feedback and mastery
- Clarify your leadership brand and shape your career with greater intention
- Strengthen assertiveness so you can communicate clearly and handle difficult conversations with confidence
- Improve your ability to claim space, set expectations and hold accountability without unnecessary fear
- Build resilience and emotional self-management under pressure
- Translate self-awareness into visible leadership action and sustainable progress

What will be covered



The Right to Lead

- Understanding why self-awareness comes first
- What leadership requires: building accountability and trust at the same time
- How your strengths and capabilities reflect the twenty-first-century model of leadership
- Strengthening your sense of legitimacy, readiness and right to lead
- Exploring the case for women's leadership and why it matters in organisations today



Own Your Learning

- Understanding growth mindset and what it means in practice
- Exploring your own mindset towards growth and potential
- Shifting the mindset: learning as an ongoing leadership responsibility
- Using feedback as fuel for improvement rather than a threat to confidence
- Building a practical approach to mastery and continuous development



Own Your Career

- Exploring work as more than necessity, and your career as a leadership choice
- Defining your leadership brand and what you want to be known for
- Shaping your career with greater intention rather than leaving it to chance
- Clarifying the impact you want to make through your work
- Recognising, creating and pursuing meaningful, values-driven opportunities



Assertiveness: The Language of Leadership

- Understanding what assertiveness actually is, and what it is not
- Recognising the four communication styles and where you currently sit on the spectrum
- Examining the beliefs, assumptions and rights that shape assertive behaviour
- Building a practical language toolkit for clearer, more confident communication
- Applying a structured framework for assertive communication in difficult conversations



Leading with Resilience

- Understanding what resilience actually is in leadership practice, and the emotional intelligence it draws on
- Applying research-based techniques for managing emotion under pressure
- Building resilience as a sustainable, everyday practice



Closing Integration

- Bringing together learning, career ownership, assertiveness and resilience
- Reflecting on what you have built in this module
- Identifying the shifts that matter most for your leadership journey
- Committing to practical actions that help you lead forward with intention

WHAT COMES NEXT

Module 3, Lead Others, builds directly on the growth of Module 2. It takes your learning from personal leadership into the day-to-day practice of leading people: communicating with clarity, building trust, creating inclusive team environments, handling feedback and accountability with confidence, and shaping a team culture where people can contribute, grow and perform well.