

Profile and Solutions

Tandem
Learning & Leadership
solutions

What does Tandem do?

Leadership skills are absolutely crucial for organizational success. People follow leaders, they are influenced by leaders and inspired to deliver greatness by effective leadership. Conversely poor management is at the heart of a disengaged workforce, high attrition and low productivity. In many organisations, managers are promoted into the role because of their capacity to deliver as a technical or functional expert. Seldom are managers equipped with the skills to tackle the interpersonal and business challenges that they are confronted with as managers and business leaders. Experience is the greatest teacher, but combined with a coached learning journey, great professionals can become great leaders.

Discovery

I can partner with your organization to understand your leadership learning requirements, brainstorm & workshop approaches for content and overall program architecture. I bring an international perspective on leadership development, trends and best practices. Although a specialist in leadership development, I have experience in designing graduate programs, emerging leaders journeys, and agile learning experiences.

Design

Pulling collaborative content together into a detailed learning approach and framework for delivery. Breaking overall objectives down into manageable chunks that can be delivered either by Tandem, other suppliers or within the business.

Delivery

Components or all of a leadership or management development program can be delivered by Tandem; Tandem can offer the “drum beat” of accountability for leaders to reflect and review on the application of their learning through leadership coaching.

Event speaking & one-time interventions

As a speaker and a speaker coach, I specialize in edu-tainment. Bringing short sharp concepts through to an audience using a humour-based approach.



'Out the Box' classes

Executive presence

This is a 2 day face to face class. Leaders grow their communication skills (verbal and non-verbal) through which their leadership is experienced. The program makes extensive use of videography and directive coaching to enable leaders to reflect on their own behaviours. The tool kit built over 2-days equips leaders to make informed decisions to maximize the impact of their messages & increase their influence over others.

Executive communication coaching

1:1 coaching to support executives or leaders with communication development gaps. Ideally leaders will have gone through the 2 day program to build base skill awareness and the 1:1 coaching increases the application in the real-world setting. Communications coaching is extremely valuable prior to any internal or external event (f2f or virtual), where influencing others is key and company or personal brand are at stake.

HBDI - Herman Brain Dominance Indicator teaming workshop or individual coaching

Brain dominance (which is assessed through an on-line assessment) indicates thinking preference, which is often the base for how we interact with the each other and within teams. We see the world through our coloured "lens" and wonder why everyone else is wrong / incompetent / frustrating. Working through the HBDI program helps to unlock a language in a team to help leverage each other's strengths rather than focusing on what's "missing".

'Step Up' management modules

The following leadership skills & concepts can be used as stand alone modules or grouped into a 3 day leadership program:

- **Feedback:** Giving and receiving feedback to enable growth and develop others.
- **Coaching:** Coaching skills help leaders to enable and empower others to solve their own problems.
- **Managing time:** Learning strategies to make the most of your brain at work and at home to increase your productivity and effectiveness.
- **Circle of control and influence:** Learning the where your "edges" are and how building and maintaining a network of influence can enhance your effectiveness.
- **The Freedom ladder:** It is not a one-size fits all approach. Your management style influences how the people you lead and manage behave.
- **Connecting to WHY:** building a sense of purpose into your leadership.

Internal content from the organization needs to be combined with management modules to create an integrated management education experience. E.g. executive opening, story-telling from senior leaders, case-studies built that are relevant to the company challenges etc.



HBDI™ Certified
Herrmann Brain Dominance Instrument™

Angela de Longchamps

Facilitator, speaker, designer, coach

**“It is up to you to be interesting...
don't expect others to be interested!”**

Angela is passionate.

And that is it. Her energy and enthusiasm when she takes the stage is infectious. She loves what she does.

Angela is committed to empowering others to make every communication opportunity count. She has invested years of experience in social and behavioral psychology and human resources into creating highly entertaining, sought after and valued courses in her field of expertise “executive presence”. In addition her leadership development courses are highly valued and respected.

She is an event speaker & trainer both in South Africa where she lives and abroad. She has travelled and worked across the world developing leaders in their leadership and communication skills. Angela is a learning & talent program designer and agile learning architect.

Key speaking topics:

Executive Presence – Challenging leaders to examine their purpose; to own the stage and to proactively engage the hearts and minds of their audience.

Communicating for impact – Physical and virtual skills that can be learnt to radically transform what you say and how you say it.

Keys to personal leadership – lead yourself before you lead others. You are your own first follower! Learn to follow, learn self-discipline, seek accountability.

She has spent over 18 years in the learning & human resources environment with extensive experience in external consulting and internal consulting. Her eternal clients have included both public sector and private sector, with specific focus on financial services where she received recognition for her creative and innovative approach to facilitating learning. In her work for IBM, Angela has had many years experience as a generalist HR professional prior to moving into a learning and development leadership role.



Incredible and truly inspiring presentation. You are a complete breath of fresh air and blew your audience away. This is a signature, memorable moment which I will never forget and could not be prouder being part of IBM and this exciting leadership development team.

Best Ever. Thank you.

Joanne E Wright
Vice President,
IBM Supply Chain

Angela, you truly rock. I was first impressed by your coaching last Friday and then moved by your feedback on Ace. Now, with your so timely response, I'm truly inspired. We need more folks like you. Thank you for all you do and HOW you do it.

Jérôme Selva
Vice President,
SaaS Acceleration & Appliances