

# The Ripple Effect

## Wired To Influence

{influence}  
verb

The capacity to have an effect on the character, development, or behaviour of someone or something.

## People Development Programme

*Wired to Influence develops the skills necessary to deal with the challenges faced by influential members within a competitive team and business environment by developing role leadership regardless of the role. We believe that each role can be a catalyst for development and change.*

Far too many team members blame their team when things are not working, instead of taking responsibility themselves. A reluctance to accept responsibility could result from a variety of reasons. **Wired to Influence** commences the journey of improvement by addressing these reasons and opens people to levels of success previously not thought possible.

### Programme history and introduction

The Ripple Effect has developed unique and effective People Development Programmes namely **Wired to Influence**, **Wired to Lead & Manage** and **Wired to Drive**.

The **Wired to Influence (WTI)** Programme has equipped many people within various organisations with the necessary competencies to implement their organisations' strategic objectives.

When embarking on a relationship with a new client our preference will always be to start at the top (our "Top Down" principle).

Our **Wired to Lead & Manage** and **Wired to Drive** programmes allow for the next steps, specifically dealing with the challenges associated with leading and managing people and driving overall organisational change.

When everyone starts to show role initiative it frees leaders and managers from the burden of having to think for everyone else all of the time. We are concerned with 'right influence' from all roles and all the people within these roles. We are aware of the fact that this could be viewed as a lofty ideal but it is a worthy ideal to work relentlessly towards.

*Effective and efficient influence is critical for every team member to become aware of and strive for.*

When *everyone* is wired to influence success becomes easier, less of a drain and is no longer limited by what the leaders can think of and do, but rather from the collective ability of the team as a whole.

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*“Be the ‘MD of your own desk’. Every role within the company can make a difference. No role is an island”.* Louis Gerke

## Wired To Influence - People Development Programme

*The Ripple Effect understands how organisations develop, the challenges they face along the way and the key stages where radical shifts in behaviour are required to progress to the next step.*

### Aims of the programme

- To equip individuals and teams with the means to become effective team players, pursuing the goals of excellence within their own roles within the organisation.
- To maximise the patterns of success in a business while minimising the patterns of failure. *We find that most people know the theory of success but many struggle to apply it.*
- To bridge the gap between existing skills and competencies and those required.
- To link behaviour with forecasted financial outcomes and *desired* financial outcomes with *required* behaviour.
- To result in a positive Return on Investment.

### Included in the programme

- **Reflective interventions:** Multiple reflective interventions instil in the team the ability to make quality choices; discerning between effective and ineffective approaches.
- **Course notes:** We have developed a comprehensive set of notes filled with a host of valuable and powerful reflection exercises.
- **Mentorship Initiative Programme:** Company-based mentors are an important feature of the programme. Delegates will be encouraged to identify someone within the organisation who will act as a coach or mentor during the course of the programme. He or she will be required to give you advice as needed, provide support and assist with finding information or opening doors in the company if necessary.
- **Focused facilitation and individual attention:** People development is not an exact science and as it is an interactive process, anything can happen. Our Development Facilitator draws from a wealth of experience to ensure the best possible results are achieved.



### Duration of the programme:

- One 6-hour session, once a month, for eight months – a total of 48 hours of development.
- Sessions may either be facilitated in-house or at an outside venue.
- The dates of the eight monthly sessions are published upfront to ensure 100% attendance.



### How will delegates benefit?

- They will become more efficient in their everyday activities.
- They will be equipped with relevant skills necessary to make a difference.
- They will experience profound personal and leadership transformation.



### Additional information:

The programme is a unique blend of:

- Strategic and operational planning.
- Training and development.
- Organisational effectiveness consulting.
- Coaching and mentoring.
- Managing change.
- Unlocking potential.
- Support.

## Wired To Influence - People Development Programme

### Programme outcomes

It is important to note that the manner in which we facilitate this programme means that the outcomes achieved per company may differ. We have found that by working systematically through the content, the particular needs of each and every company will be determined and addressed.

#### Specific programme outcomes include:

- Stretch team expectations as to what is possible when effective influence is evident.
- Assess existing approaches and tactics in an attempt to instil a fresh sense of hope for the future.
- Challenge and break away from past and/or expected norms.
- Develop and instil a common language around potential and turn potential into reality.
- Develop performance filters as an important first step in change management.
- Identify and reduce the practice of 'blame'.
- Develop a sense of clarity on what needs to be changed and improved from a "Top Down" perspective.
- A clear sense of where the change process starts.
- Identify and assess the impact the team is having on the organisation as a whole.
- Participate in implementing practical applications to improve team impact.
- Align expectations and close gaps that may be a current source of frustration, delay and loss.
- Create the capacity to influence, lead and manage.
- Identify the motivating factors that act as a precursor to high performing individuals in an orderly and systematic way.
- Identify and implement preventative measures to avoid the potential for falling into ineffective capacity traps.
- Develop the confidence to continue what has worked to date, the confidence to add new tools to the repertoire and a further commitment to cease ineffective approaches.
- Participate in and contribute towards group discussions on specific topics.
- Understand how to use the concept of communication and the tools at our disposal, to truly achieve what we want to achieve.
- Develop the ability and confidence to deliver meaningful presentations.
- Identify the traits of and develop the ability to become an effective influencer who is able to innovate and translate innovation through transitional management.
- Accept and implement new ideas.
- Understand and identify the need to stop.
- Identify and adopt aspects of high emotional intelligence.

### Programme fees

**R 21 500.00** (excl. Vat) per session  
for a maximum of 18 delegates.

*(Individual attention cannot be guaranteed for groups bigger than 18 delegates and in such instances we reserve the right to adjust pricing when necessary).*

#### Programme fee includes:

- 8 x 6-hour sessions.  
(One 6-hour session per month).
- Facilitation of the process.
- Mentor Initiative Programme.

#### Programme fee excludes:

- Vat.
- Once off course note fee of R 150.00 pp.
- Venue hire if not held on site.
- Facilitator's travel and accommodation.
- Light lunch and refreshments.

## Wired To Influence - People Development Programme

### Registration and enquiries

For more information on The Ripple Effect, please look at our website [www.therippleeffect.co.za](http://www.therippleeffect.co.za) or email [info@therippleeffect.co.za](mailto:info@therippleeffect.co.za). For enquiries or bookings please contact Caroline on 082 654 7214 or email: [carolineg@therippleeffect.co.za](mailto:carolineg@therippleeffect.co.za).

### Testimonials

Please consider reading some of our customers' success stories on our website [www.therippleeffect.co.za/testimonials](http://www.therippleeffect.co.za/testimonials) in addition to those mentioned here.

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CAVI Brands is one of the most inspirational branded beauty, wellness and lifestyle businesses in sub Saharan Africa. A big part of our success is a strong culture and building strong leadership. We run a CAVI Leadership Programme every second year. We partnered up with Louis Gerke from The Ripple Effect to be the training service provider. Louis customised his standard Wired to Influence programme to suit our business needs. We have been able to promote several of our team into more senior leadership roles after the course due to their growth and development and have seen massive changes in our organizational language and thinking as a result of this course. Louis's course coupled with commitment from participants and their line managers have transformed our lives!

*Marzanne van der Colf* – Group Talent Executive, CAVI Brands

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Netology has adopted the Wired to Influence programme as part of our management development framework. Benefits include business goal alignment, common business language, process improvement and improved communications, amongst others. Our involvement with Louis has been beneficial to the company on both operational and strategic levels. Sessions with Louis have led to many valuable insights which were unlocked by a variety of approaches, ranging from his practical “why?” questioning around certain actions and behaviours, to elegantly broaching the philosophical topics of purpose and balance.

*Darryl Maroun* – Managing Director  
Netology (Pty) Ltd

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Louis and his team have worked with GreatSoft for the past ten years, and will continue to work with the business going forward. The Ripple Effect's courses have been designed to identify potential managers and up-skill staff to become managers. [They] also teach staff to take responsibility for their own actions. The course continuously keeps managers thinking about their own roles in the business and how they can improve on a regular basis. I would really recommend the The Ripple Effect and the staff. We find value in their courses and they make an effort to understand the business and the people. They also take time to understand the dynamics of a business with the business interests at heart.

*Jean Pick* – Managing Director (MBA)  
GreatSoft (Pty) Ltd

### Terms and conditions

- The programme is subject to a 50% non-refundable deposit payable on confirmation.
- The balance will be invoiced in eight equal amounts after each session.
- Where air travel and overnight accommodation are applicable for our Development Facilitator the recovery of these costs will be included in the monthly invoicing.
- The R 150.00 per person course note recovery will be included with the first invoice.

Ripple Adventures cc is BEE exempt and considered an Exempted Micro Enterprise. Our programmes are aligned with the SETA's required outcomes and The Ripple Effect, as a Training Provider, is aligned to Strategic Skills Priority Areas.