Thornhill Leadership Development Programme | Fact Sheet

A Complete 3-Month Leadership Transformation Journey

*The Thornhill **Leadership Development Programme** is a comprehensive, evidence-based programme that combines 360° feedback, personalised learning pathways, and professional coaching to **drive sustainable leadership behaviour change**. Delivered over 3 months, participants experience **a structured journey from insight to action to measurable improvement**.*

PROGRAMME COMPONENTS

1. **360° Feedback Tool:** Comprehensive multi-rater feedback pinpointing leadership strengths and development priorities
2. **Initial Report Feedback Coaching (Month 1):** One-on-one session to interpret results and create an evidence-based Personal Development Plan
3. **Personal Development Pathway:** 90 days of daily WhatsApp microlearning plus 'Professor in Your Pocket' AI tutor for on-demand support
4. **Midpoint Coaching (Month 2):** One-on-one session to review progress, address challenges, and refine development actions
5. **Endpoint Coaching (Month 3):** Final one-on-one session to assess impact, celebrate growth, and plan continued development
6. **Leadership Development Programme Certificate:** Recognition of programme completion and leadership development achievement

WHY THIS PROGRAMME WORKS

Evidence-Based Design	Key Benefits
✓ 360° feedback identifies what matters most	✓ Measurable behaviour change, not just knowledge
✓ Spaced microlearning improves retention by 80%	✓ Scalable across all leadership levels
✓ AI tutor provides just-in-time support	✓ Personalised to each leader's 360° results
✓ Professional coaching at critical moments	✓ B-BBEE compliant (Category G)
✓ Embedded in daily workflow via WhatsApp	✓ Fraction of traditional Management Development Programme costs

INVESTMENT

R12 000 per person (excluding VAT) Includes 360° feedback tool, 3 professional online coaching sessions, 90-day Personal Development Pathway, and certificate on completion

IDEAL FOR

» First-time managers transitioning from individual contributor to people leader
» Mid-level managers expanding their leadership scope
» High-potential leaders being prepared for senior roles
» Organisations seeking B-BBEE skills development compliance

WHY THORNHILL?

» Nearly one million questionnaires successfully administered since 2003
» Qualified psychologists and professional coaches
» Proprietary AI trained on Thornhill's leadership knowledge base
» Proven track record with leading organisations across Africa and internationally

Transform your leaders. Scale your impact. Drive measurable results.

For more information, please visit our website www.thornhill.co.za or contact us on info@thornhill.co.za or +27 60 571 0015

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