

# Corporate Workshops 2024

# About TKO

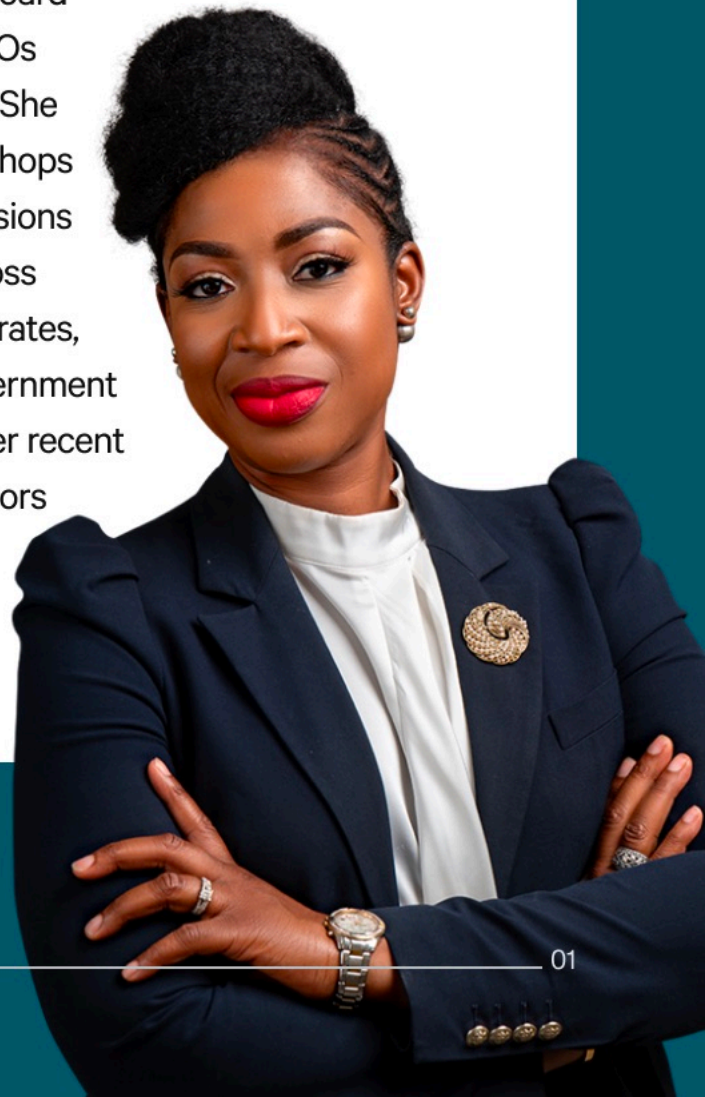
## Topsy Kola-Oyeneyin

LEAD FACILITATOR

Topsy Kola-Oyeneyin is a seasoned systems change leader and transformation expert, with over 20 years of global experience enabling Fortune 500 and government leaders successfully execute ambitious growth programs.

She has held executive operating roles in the financial services sector and was most recently a Partner at McKinsey & Company for several years, where she served a wide range of clients across different sectors and geographies.

Through TKOInsights, she serves as a soundboard and advisor, providing strategic counsel to CEOs and Boards on their organizational objectives. She has successfully facilitated hundreds of workshops and high-stakes stakeholder engagement sessions for multiple blue-chip companies (cutting across financial services, telecoms, energy, conglomerates, consumer goods), global non-profits, and government agencies across various countries in Africa. Her recent book, UNLEASH®, codifies the underlying factors that drive opportunity creation and is quickly becoming a reference manual for emerging leaders and 'intrapreneurs.'



Our CLARITY workshops<sup>©</sup> are bespoke sessions aimed at empowering leaders and teams to achieve their organizational goals by providing clarity on their current realities and identifying the necessary actions to propel them toward their desired destination. Grounded in trends, data-driven insights, and the organization's unique context, each workshop leverages a diverse range of adult learning techniques, structured communications, and experienced facilitation skills to create an engaging and impactful learning experience for all participants.

We go underneath the proverbial iceberg to bring clarity to the factors inhibiting change and collectively co-create actions to address them structurally and systemically.

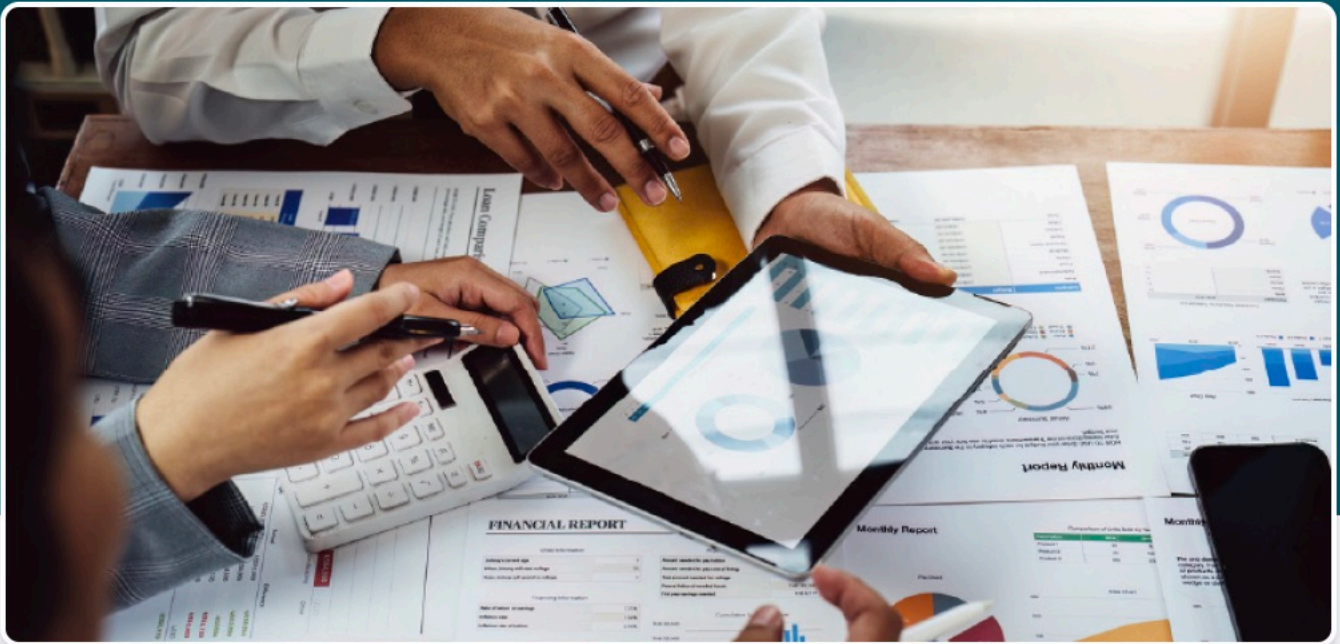
## **Our workshops are differentiated by our core beliefs**

- True change is facilitated by understanding, which must be grounded in a fact base and extend beyond 'feel-good' exercises and ice breakers.
- True change must delve beneath the surface, addressing the root causes that generate the symptoms experienced.
- True change is catalyzed by clarity, offering an expanded perspective into ourselves, others and the world around us. Each of these lenses must be explored effectively to expand our perspective and generate unique insights.

## **Core Programs**

- Strategic Foresight & Planning
- Top Team Effectiveness
- Building a High-Performance Culture

# Strategic Foresight & Planning



Our strategic foresight & planning workshop helps organizations pressure-test their strategic plans within the context of future trends, industry dynamics and rapidly evolving customer requirements. We facilitate a strategic dialogue that helps develop a market-winning strategy, tapping into a true competitive advantage, leveraging unique insights, and ensuring alignment with future-trends. Perhaps most importantly, we include a focus on building conviction to act amongst stakeholders.

## Support Provided



Pre-workshop activities to understand the proposed strategic plan, performance in the last strategic cycle, and current organizational context.



Optional post-workshop follow-up sessions to monitor execution and/or execution acceleration sessions to develop detailed implementation plans.



Support in creating a speaker line up to bring an 'outsider perspective' to the discussion (optional).



Design of future scenarios, trends analysis and interactive exercises.



Experienced facilitators with relevant expertise.

# Top Team Effectiveness



Our Top Team Effectiveness workshop is focused on improving collaboration amongst the leadership team, facilitating alignment, and equipping leaders with the skills and tools required to drive success. The workshop consists of interactive sessions, facilitated discussions, and team building exercises, aimed at enhancing the overall performance of the Top team, ultimately significantly improving organizational performance.

## Support Provided



Customized workshop content tailored to your context, objectives and specific needs.



Experienced facilitators with relevant expertise.



Pre-workshop assessments to understand context and ground discussions in the fact-base.



Optional post-workshop follow-up sessions & ongoing executive coaching to monitor & support implementation of agreed actions.

# Building a High-Performance Culture



Our High-performance culture workshop helps organizations frame the necessary culture ‘from-to’ shifts required to deliver on their strategic targets. It covers the key norms of a high-performing organization, the organizational change process, and identification of the structural adjustments required to sustainably deliver on your organizational goals.

## Support Provided



Expert-led sessions covering key performance enablers including organisational values, reward systems, employee empowerment, communication, and capabilities.



Independent assessment of existing organisational culture and potential change management process required.



Pre-workshop assessments including deep-structured interviews with key stakeholders, review of performance management systems and an organizational culture survey.

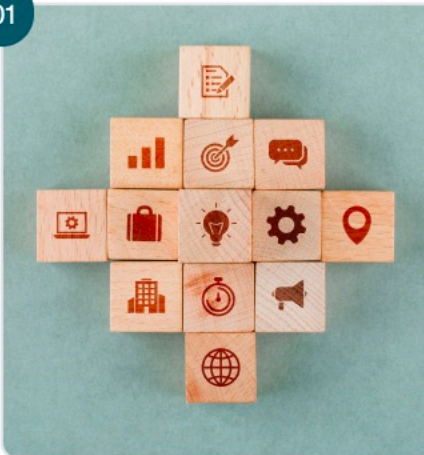


Optional post-workshop follow-up sessions to monitor implementation of change initiatives and sustain momentum.

# Specialty Programs

We also offer three specialty programs that can be standalone sessions or integrated into one of our core programs.

01



## Business model innovation

We review your organization's business model using first principles and identify different levers for business model innovation tailored to your specific organizational context and industry. Our facilitators provide the framework for discussion, a fact-base (including value-chain and value migration analysis, rich case studies, and distilled insights), and skilled facilitation to catalyze co-creation.

02



## Execution acceleration

During a typical strategic planning session, over 90% of the time is spent debating the strategy, leaving less than 10% for "high-level" implementation plans. Our execution acceleration workshop helps your organization prioritize execution planning by structuring initiatives, prioritizing, and sequencing them, and aligning on required enablers (investments, people, etc.) We provide the planning framework, templates, and skilled facilitation to ensure delivery of the required outputs.

03



## Team building experiences

Our tailored retreats are designed to foster collaboration, trust, and alignment among team members. Participants engage in experiential activities and interactive discussions, promoting understanding and strengthening personal relationships. We create the experiences, design activities, and recommend specific locations based on your organization's budget, internal dynamics, and objectives.

# Beyond Workshops

In addition to our workshop sessions, we offer CEOs and Boards advisory support through a retainer arrangement. This extends our workshops to include regular check-in interactions aimed at monitoring workshop outcomes and supporting the delivery of strategic priorities.





# Contact us for a free consultation

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