



FOXCONSULTING

Leadership Essentials **Course Catalogue**





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About Fox Consulting

Fox Consulting was founded with a passion for helping people and businesses grow. We thrive when we simplify challenges, create opportunities, and ignite growth. As a diverse team of "real" people, we lead with authenticity and humility. We celebrate every impactful, yet simple solution we develop. We don't believe in "one-size-fits-all". This client-centric focus ensures our strategies are tailored to help you not only survive but thrive, both now and in the future. Our success is measured by more than just profit; it is defined by the positive impact we create for our employees, our customers, and the communities we serve. By living our values every day, we create lasting value for all stakeholders. It's this commitment to personalised, meaningful work that sets us apart.

*Janet Forsyth
Managing Director*



What drives Fox

At Fox Consulting, we partner with organisations, teams, and individuals to build innovative people solutions that enable sustainable, productive, and happy work environments.

As a diverse team of "real" people, we lead with authenticity and humility. We believe that a personal life is always a sufficient reason for flexibility. Our team is empowered to work in the ways they are most productive - whilst balancing personal commitments and passions. This culture of trust allows us to bring our best, most creative selves to every project.



We are Committed to Excellence

When we commit, we deliver great quality, on time, every time.



We Pursue Growth & Change

We anticipate change and are agile in responding to challenges while looking for growth opportunities.



We are Real People with Passion

We lead with authentic zest and are enthusiastic in everything we do.



We Care about our Team & Clients

We care about the sustainability of our team, clients, community and environment.



We are Intentional about Inclusivity

We actively seek out diversity, recognise and celebrate our differences and encourage innovation by challenging the status quo.

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Meet our people

Our team is at the heart of everything we do. They bring bold ideas to life while remaining authentic and approachable. Get to know the individuals behind our solutions!



Janet Forsyth



Cara Oosthuizen



Megan Townshend



Marike Human



Itseng Mashadza



Chantel Ehlers



Yolandi Jordaan



Aileen Calitz



Maz Coetzee



Michelle Zerbe



Liesl Kasselmann

How we create impactful solutions

What we do.

01

Business Strategy & Operating Models

Thinking ahead, Fox Consulting collaborates with your business to create a sustainable strategy, organisational design and operating models for long-term success.

02

Organisational Development

Developing your business, Fox Consulting builds the right skills, capabilities, people processes and structures to deliver your strategy.

03

Team & Leadership Effectiveness

Using practical solutions, Fox Consulting creates sustainable team skills and capabilities that can be transferred into your workplace, whilst developing leaders through coaching and guidance to get the best out of their own careers, business and teams.

04

Change Management

Facilitating change transitions, Fox Consulting applies an understanding of human behaviour and psychology to help your teams embrace and succeed through change.

05

Communication & Engagement

Drawing on psychology and adult learning principles, Fox Consulting creates engaging moments through communications, activations, events and learning conferences.

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At FOX, we believe learning solutions should be practical, relevant, and adaptable to the unique needs of every organisation. Our course offerings are designed with agility in mind, allowing us to tailor content, delivery methods, and session durations to align with your business objectives, team dynamics, and operational realities.

As experts in leadership, people development, and workplace effectiveness, we bring experience and real-world application to every learning experience. Whether you require standalone workshops, blended learning journeys, condensed executive sessions, or combined modules for broader development programmes, we design solutions that work for your context.

Our programmes are highly flexible; sessions can be combined, expanded, shortened, or customised to address specific organisational challenges and desired outcomes.

For us, learning is not just about training, it is about the impact of that learning and the behavioural change it creates. Development starts with gaining the right knowledge, which builds practical skills, and ultimately leads to lasting behaviour change that improves individual performance, team effectiveness, and organisational success.

We partner with our clients to create meaningful development experiences that strengthen capability, improve performance, and support long-term business success.

A quick overview of our course offering

This program can be custom-built for our clients depending on priorities, business and individual needs as well as availability of team members to attend training. Let's discuss the right format, costing and methodology for YOUR team.



People Management	Conflict Management	Effective Communication	Presentation Skills	Psychological Safety in Teams	Time Management and Prioritisation	Giving and Receiving Feedback
Corporate Brand and Client Relationship	Team Member to Team Leader	Ethical Leadership	Problem Solving	Leading Self, Others and Teams	Employee Wellbeing	Active Listening

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People Management

Overview

This programme equips managers with the skills required to lead people effectively, drive performance, and create a productive and engaged team environment. It focuses on practical leadership approaches that improve accountability, motivation, and team success.

Outcomes

Participants will be able to:

- Apply effective people management principles in daily leadership practices
- Improve team performance through clear expectations and accountability
- Build stronger working relationships with team members
- Address people challenges with confidence and consistency
- Support employee growth, engagement, and retention

Conflict Management

Overview

This course provides practical tools for identifying, addressing, and resolving workplace conflict constructively. Participants learn how to manage difficult conversations while maintaining professionalism and positive relationships.

Outcomes

Participants will be able to:

- Recognise the root causes of workplace conflict
- Apply effective conflict resolution techniques
- Navigate difficult conversations with confidence
- Improve collaboration and trust within teams
- Reduce workplace tension and unproductive behaviours

Effective Communication

Overview

Strong communication is essential for workplace success. This programme helps participants improve clarity, confidence, and impact in verbal, written, and interpersonal communication.

Outcomes

Participants will be able to:

- Communicate clearly and confidently across different audiences
- Improve listening and understanding in workplace interactions
- Reduce misunderstandings and improve collaboration
- Adapt communication styles to different stakeholders
- Strengthen professional relationships through effective dialogue





Presentation & Facilitation

Overview

This programme develops the confidence and capability required to present effectively and facilitate engaging discussions, meetings, and workshops that drive meaningful outcomes.

Outcomes

Participants will be able to:

- Deliver clear, engaging, and confident presentations
- Facilitate productive meetings and group discussions
- Manage audience engagement and participation effectively
- Structure presentations for clarity and impact
- Handle questions and challenging interactions professionally

Psychological Safety in Teams

Overview

This course helps leaders and teams create environments where individuals feel safe to contribute, challenge ideas, and speak openly without fear of judgment or negative consequences.

Outcomes

Participants will be able to:

- Understand the importance of psychological safety in team performance
- Identify behaviours that build or damage trust
- Foster open communication and inclusive participation
- Encourage innovation through safe team dialogue
- Strengthen team trust, collaboration, and accountability

Time Management and Prioritisation

Overview

This programme helps participants improve productivity by managing time more effectively, setting priorities, and focusing on high-value activities that support performance.

Outcomes

Participants will be able to:

- Identify and manage personal productivity challenges
- Prioritise tasks based on urgency and importance
- Improve planning and workflow management
- Reduce time wastage and improve focus
- Create sustainable habits for improved performance





Corporate Brand and Client Relationships

Overview

This course strengthens professional presence by helping participants understand how their behaviour, communication, and service delivery influence both the organisational brand and client relationships.

Outcomes

Participants will be able to:

- Understand the link between personal behaviour and corporate brand
- Strengthen client relationships through professional engagement
- Improve service delivery and stakeholder management
- Represent the organisation with confidence and credibility
- Build trust and long-term client partnerships

Transition from Team Member to Team Leader

Overview

Moving into leadership requires a significant mindset shift. This programme supports new leaders in successfully navigating the transition from individual contributor to people leader.

Outcomes

Participants will be able to:

- Understand the responsibilities of leadership versus individual contribution
- Build confidence in leading former peers
- Establish credibility and professional authority
- Develop people management and decision-making skills
- Navigate common challenges faced by new leaders

Ethical Leadership

Overview

This programme explores the role of values-based leadership in building trust, accountability, and responsible decision-making within organisations.

Outcomes

Participants will be able to:

- Understand the principles of ethical leadership
- Make sound decisions aligned to organisational values
- Strengthen trust and credibility as a leader
- Identify and manage ethical dilemmas in the workplace
- Promote a culture of accountability and integrity





Problem Solving

Overview

This course develops practical problem-solving skills that help individuals and teams approach challenges systematically, make informed decisions, and improve outcomes.

Outcomes

Participants will be able to:

- Apply structured problem-solving techniques
- Identify root causes rather than symptoms
- Improve decision-making through critical thinking
- Generate practical and effective solutions
- Strengthen accountability for outcomes and results

Leading Self, Others, and Teams

Overview

Effective leadership begins with self-awareness and extends to the ability to influence, support, and lead others successfully. This programme builds holistic leadership capability across all three levels.

Outcomes

Participants will be able to:

- Strengthen self-awareness and personal leadership effectiveness
- Improve leadership influence and interpersonal impact
- Build high-performing and accountable teams
- Lead with confidence across diverse situations
- Align leadership behaviours with organisational goals

Employee Wellbeing

Overview

This programme helps participants recognise stress triggers, build resilience, and apply practical strategies to support wellbeing, performance, and sustainable productivity.

Participants will be able to:

- Identify personal and workplace stress triggers
- Apply practical stress management techniques
- Improve resilience and emotional wellbeing
- Strengthen work-life balance and sustainable performance
- Support a healthier and more productive workplace environment





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Giving and Receiving Feedback

This module can be included in Psychological Safety or Conflict Management. This can also be run as a standalone training session where the business requires more focus on building a feedback culture.

Overview

Feedback is essential for growth and performance. This course equips participants with the skills to deliver constructive feedback and receive feedback openly and professionally.

Outcomes

Participants will be able to:

- Deliver feedback clearly, constructively, and confidently
- Receive feedback with openness and professionalism
- Improve performance conversations and accountability
- Build stronger trust and communication within teams
- Create a culture of continuous improvement

Active listening

This module can be included in Effective Communication.

Overview

Participants learn how develop effective questioning techniques, practice active listening, and build meaningful conversations that strengthen collaboration and understanding in the workplace.

Outcomes

Participants will be able to:

- Demonstrate active listening skills by using attentive listening behaviours, positive listening signals, and appropriate questioning techniques.
- Build stronger workplace relationships and conversations through structured communication and appreciative inquiry.

Stay
connected



Telephone

+27 83 225 4792
+27 82 560 3638



Website

www.foxconsulting.co.za



E-mail

info@foxconsulting.co.za
janet@foxconsulting.co.za



LinkedIn

www.linkedin.com/company/foxleadership-consulting-sa

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