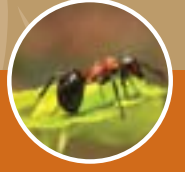




NINE CONVERSATIONS IN LEADERSHIP™

A WORLDSVIEW™ INTERVENTION



WorldsView™ Consulting partners with organisations on transformational journeys

Free State Department of Health chooses the Nine Conversations in Leadership™ intervention

Dr Mofalali Monatisa,
Director of Forensic Health
Services in the Free State

For organisations seeking sustainable, results-orientated leadership development, **Nine Conversations in Leadership™** is an innovative intervention that acts as a catalyst for long-term leadership development throughout the organisation.

Unlike other leadership programmes, the **Nine Conversations in Leadership™** intervention works at the levels of knowledge, values and behaviours to achieve holistic leadership growth.

About Free State Department of Health

The Department of Health strives to consolidate and build on the achievements of the past five years in improving access to health care for all and reducing inequity, and to focus on working in partnership with other stakeholders to improve the quality of care at all levels of the health system, especially preventive and promotive health, and to improve the overall efficiency of the health care delivery system.

www.doh.gov.za

Dr Mofalali Monatisa, Director of Forensic Health Services in South Africa's Free State province, elected to send his colleagues and himself through the **Nine Conversations in Leadership™** intervention when the Forensic Health Services Department was moved from the South African Police Service into the Department of Health. *"I was involved in that transfer and could see that we needed to build a cohesive leadership team to effectively manage the change that had taken place,"* he says.

Several of the members of Dr Monatisa's new management team had not been in positions of leadership before and, with the unit set to increase to a staff complement of 150 in the next few months, he felt it was vital that they be exposed to management and leadership disciplines to ensure the ongoing success of the fledgling unit. *"The **Nine Conversations in Leadership™** intervention is extremely cost effective and, while there is a considerable amount of work to do between the conversations, we've been able to work through the intervention in a relatively short*

time, meaning that the solutions we're learning can be implemented now, in the early days of the Forensic Health Services Department," he adds.

Dr Monatisa acknowledges that change in a government department is a difficult thing, with people set in their ways. However, he has noticed a big change in the attitudes of those participating in the **Nine Conversations in Leadership™** intervention. *"Those working through the conversations have matured in their attitudes and have been able to take on more responsibilities. They're definitely more promotable and their can-do attitude is going to ensure the success of my Department,"* says Dr Monatisa.

*"I've noticed the impact of the **Nine Conversations in Leadership™** intervention in my life, at all levels,"* he says. *"I have renewed energy levels and the way I interact with people has changed completely. I just do the right things now, without giving them a second thought – the change to my life is a real and tangible one."*

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