



CORESOLVE

LEADERSHIP

TRAINING

2, 3 and 4 March 2026



LESS TENSION, MORE IMPACT



Conflict and tension are **inevitable**, and most of us avoid it.

What if we **leaned in** and used its creative potential to strengthen relationships and **maximise impact** instead?

Develop skills in participative leadership and conflict transformation to deal effectively with these challenges.

Conflict is a given; it helps us grow, make better decisions and improves execution.



DO YOU RECOGNISE ANY OF THESE COMMON ORGANISATIONAL CHALLENGES?



- Lots of energy is going into making your culture and impact the best it can be, but challenging interpersonal dynamics keep coming up that veer you off track?
- The same topics keep getting discussed in circular conversations?
- Frustration or stress is building due to untimely decision making or unproductive pieces of work?
- Repeatedly getting stuck in decision-making limbo, or not achieving the buy-in needed to proceed with decisions?
- There are a few people who generate all the ideas or action, without much engagement from others?
- People are not really speaking to one another, excuses, gossip, cliques, and/or postponement are common roadblocks to effectively communicating?
- There's lots of staring and silence in meetings, and not much dialogue?
- Resistance to change or leadership decisions is common?
- The idea of dealing with tension or differences is secretly scary, therefore, it just gets avoided?





PARTICIPANTS WILL LEARN



HOW TO UNDERSTAND TEAM DYNAMICS

- Read the dynamics of a group and recognise early signs of resistance/emerging conflict.
- Learn tools for dealing with tension in a timely manner.
- Skilfully diagnose and intervene in situations where people are stuck.
- Understand the obstacles to good communication and develop new ways of speaking and sharing views that enable a culture of understanding.



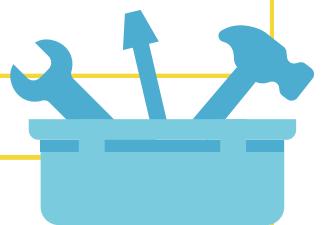
PRACTICES THAT ENABLE PARTICIPATIVE CULTURES

- Share your own views and opinions while authentically encouraging others to share their own.
- Facilitate dynamic conversations that enable diverse opinions to be heard.
- Make decisions that gain buy-in and establish responsibility, while weaving in diverse points of view.
- Unleash creativity and engagement, whilst maintaining boundaries and leadership.



TOOLS TO MANAGE TENSION AND CONFLICT

- Use tension as an opportunity to enhance learning and relationships.
- Resolve relational and group tension or conflict instead of allowing anger and blaming to bubble away or escalate.
- Deliver simple, key statements that address “elephants in the room”.
- Create spaces where conflicting views can be expressed and heard, fostering high-trust, participative, innovative, and respectful cultures.





DEVELOP SKILLS IN PARTICIPATIVE LEADERSHIP AND CONFLICT

TRANSFORMATION TO DEAL EFFECTIVELY WITH THESE CHALLENGES.

The Lewis Deep Democracy Foundations training is an internationally acclaimed methodology designed specifically for anyone who works alongside others to achieve impact. It offers a practical toolkit which improves culture and unlocks the potential within teams and groups through collaborative decision-making and constructive conflict transformation.

DETAILS

Date:	2-4 March 2026
Time:	08:30-16:30
Venue:	Little Tuscany, Bryansaton, Johannesburg
Booking:	Online at www.shine.global/events
Cost:	R12 900 (ZAR) excluding VAT
Capacity:	Limited to 18 participants



INCLUDED IN THE COURSE:

- a custom-designed web-based platform,
- access to the learning material,
- exercises, discussion groups and the ability to connect to other participants internationally.



FACILITATORS

Together we are stronger is, for me, the essence of great leadership



JENNY LECLEZIO

Jenny is an experienced leadership facilitator and coach, grounded in her many years of corporate experience. She has a track record of practically applying Lewis Deep Democracy methods in her own business and with clients. This delivers more effective teams and leaders, with enhanced decision-making, inclusivity and cohesion.



CILETTE HARRS

Cilette consults in relationship and conflict management, organisational and systems development, and transformation. Her expertise includes executive and team coaching, leadership development, and process facilitation. She integrates Deep Democracy into all aspects of her work to foster genuine personal commitment to change.

I believe that we all have a duty to make the world a place that works



SUCCESSFULLY USING THE LEARNING WILL



- Save time, energy, and money. Instead of using these resources to deal with interpersonal dynamics, you can focus on your impact instead.
- Strengthen relationships through having relevant and successful conversations where everyone feels heard.
- Create peace of mind and stability through cultures of clarity and participation.
- Improve performance by unleashing collective agency, insight and accountability.
- Build the long term skills and capacity of leaders to enable highly performing, healthy teams.

TESTIMONIALS

DR EDWARD ADDAI

**Regional Chief Programme Planning,
Monitoring and Evaluation. Nairobi, Kenya**

"The Deep Democracy approach helps you surface and reconcile the emotions, reasoning and assumptions underlying your behaviors and relationships with others. It provides the tools for dealing with conflict and its drivers, and maintaining a healthy work and social environment. Jenny is a great facilitator. She allows for the practical application and adoption of the tools by creating a safe space for reflecting, internalising and applying the methodology. I have found working with Jenny on Deep Democracy very empowering and life changing in my personal and professional life."

MIKE WHITE

**Chief Internal Auditor, Standard Bank.
Johannesburg, South Africa**



"The LDD and CoResolve process that Shine led for us really helped unlock the effectiveness of our team. At a time when our executive management team was characterised by conflict, much of it unhealthy and unspoken, our ability to get alignment on goals and actions was poor and our overall effectiveness suffered. This structured and compassionate approach to creating a space for really honest and direct conversations provided a foundation for new levels of trust, and I believe was a pivotal moment in our team's overall effectiveness. This was also the case for me personally; the Shine team really helped me clear some blockers with my direct reports, which increased my effectiveness as a leader."