

— THE LEADERSHIP INSTITUTE

# REDEFINING LEADERSHIP.

Transforming talent into lasting, measurable performance.

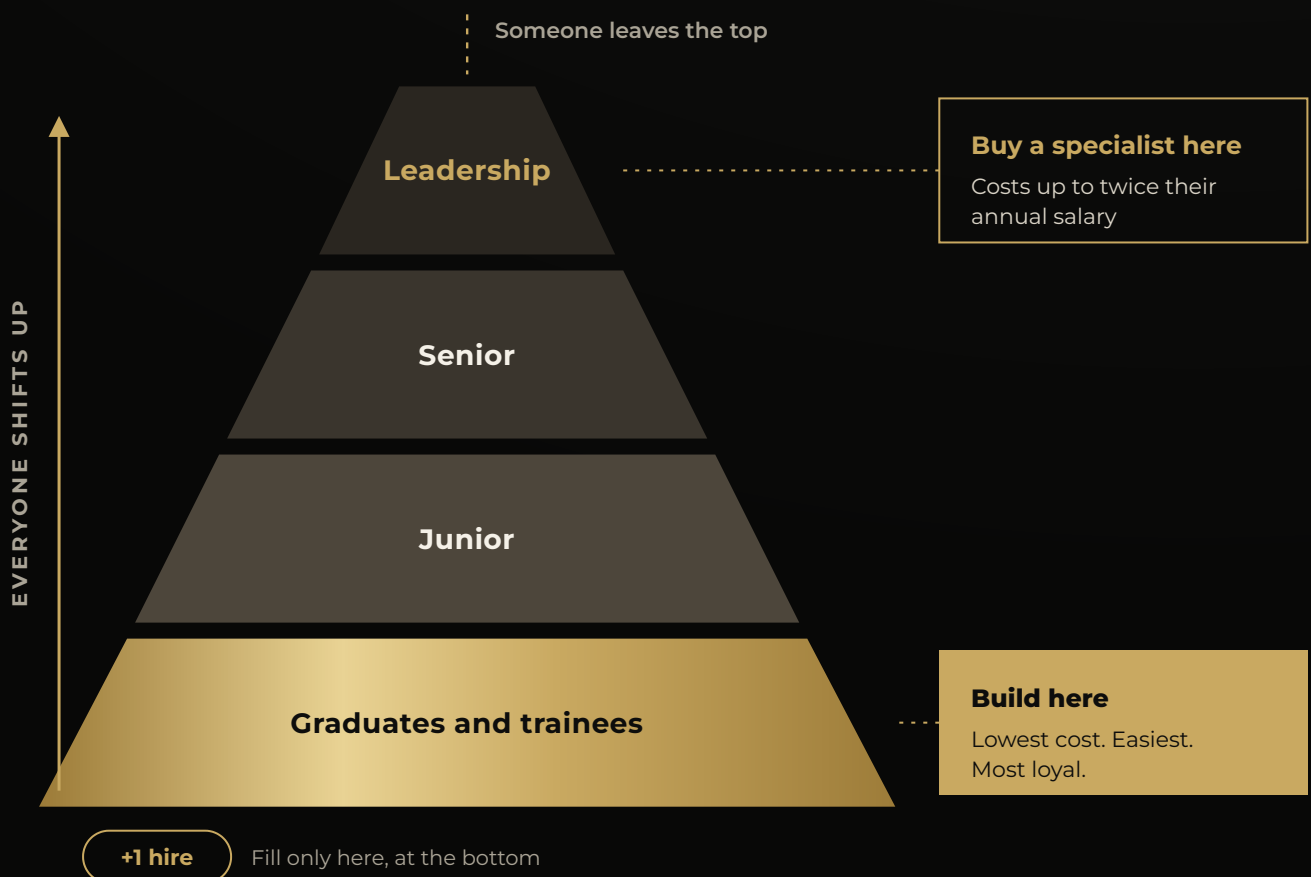
LEADERSHIP DEVELOPMENT   EXECUTIVE COACHING   SPEAKING

JOHANNESBURG, HARARE AND ONLINE

ANDREWTSURO.COM

# STOP BUYING FINISHED LEADERS. START BUILDING THEM.

When a leader leaves, everyone shifts up a level. The organisations that grow their own fill the gap at the bottom, where hiring is cheapest and loyalty is strongest.



# TALENT CAN NO LONGER BE PROMOTED **WITHOUT DEVELOPMENT.**

Across Africa and beyond, organisations are growing faster than they are developing the leaders to run them. Four reasons the moment is now.

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## The talent gap

Demand for managers is outpacing the talent pipeline's ability to supply them.

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## The ROI imperative

A leadership vacancy or a poor manager costs more than the investment in development.

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## The competitive benchmark

The most competitive organisations, wherever they operate, invest deliberately in their leaders.

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## One standard, wherever you are

Delivered in South Africa, Zimbabwe and across the continent, and taken to conferences in London, Malaysia and Bali. In person or online.

# **ONE STANDARD. WHEREVER YOUR LEADERS ARE.**

# Six human skills every organisation now needs.

39% of core skills will change by 2030. Analytical thinking, resilience and leadership top employers' list of the skills that matter most. The organisations that invest now will lead tomorrow.



## Leadership and social influence

Ranked among the top three core skills by employers worldwide.



## Analytical thinking

The skill employers rank first: structured, data-informed decisions at speed.



## Emotional intelligence

The foundation of trust, retention and performance.



## Creative thinking

The human edge machines cannot replace.



## Resilience and agility

Expected to keep rising in importance through to 2030.



## Communication and presence

Influence from the boardroom to the frontline.

# WE START WITH THE PROBLEM. NOT THE PROGRAMME.

01

## DIAGNOSE

Find the real performance gap, not the symptom.

02

## DEFINE

Co-create the outcomes you need to achieve.

03

## DESIGN

Build a bespoke solution. Never templated.

04

## DEPLOY

Facilitate with precision, energy and context.

05

## DEBRIEF

Measure, report and recommend the next steps.

**Diagnostic first.** Every solution is tailored to your organisation, and every outcome is measured.

# FOUR PILLARS. ONE TARGET: YOUR CHALLENGE.

## PILLAR 01

### Development programmes

Graduate to executive, with  
progression at every stage.

## PILLAR 02

### Communication excellence

The language of leadership, from  
boardroom to frontline.



## PILLAR 03

### Leadership and behavioural

The human dynamics that unlock  
capability.

## PILLAR 04

### Business skills and analytics

Thinking tools for strategy, growth  
and innovation.



— PILLAR 01

# DEVELOPMENT PROGRAMMES

Capability at every stage of the journey, from graduate to C-suite.

## Graduate Development

FOR GRADUATES AND ENTRY-LEVEL

Workplace intelligence, communication and a leadership mindset from day one.

## Managers Development

FOR MIDDLE MANAGEMENT

Advanced people skills, performance frameworks and strategic alignment at scale.

## New and Team Managers

FOR FIRST-TIME MANAGERS

From individual performer to leading, motivating and delivering through others.

## Executive Development

FOR DIRECTORS AND C-SUITE

Strategic leadership, stakeholder influence and culture-shaping capability.



— PILLAR 02

# COMMUNICATION EXCELLENCE

The language of leadership, from boardroom to frontline.

## Business Communication

FOR ALL LEVELS

Clear, context-sensitive communication that drives alignment and moves work forward.

## Executive Presence

FOR SENIOR AND EMERGING LEADERS

The gravitas that earns trust, credibility and influence in high-stakes rooms.

## Presentation and Speaking Mastery

FOR LEADERS AND CLIENT-FACING TEAMS

Present with structure, confidence and conviction that inspires action.

## Cross-Cultural Communication

FOR PAN-AFRICAN AND GLOBAL TEAMS

Navigate cultural nuance and build trust across a continent of 54 nations.



# 03

— PILLAR 03

## LEADERSHIP AND BEHAVIOURAL

The human dynamics that decide whether capability is deployed.

### Emotional Intelligence

FOR LEADERS AND PEOPLE PRACTITIONERS

Self-awareness, empathy and self-regulation: the base of high-performing teams.

### Conflict Resolution and Mediation

FOR MANAGERS, HRBPS AND TEAMS

Turn tension into trust and disagreement into decisions.

### Resilience and Change Agility

FOR ALL LEVELS IN CHANGE CYCLES

Navigate uncertainty and lead through ambiguity with calm authority.

### Team Effectiveness

FOR INTACT AND CROSS-FUNCTIONAL TEAMS

Resolve the dynamics that undermine performance and build shared accountability.

# 04

— PILLAR 04

## BUSINESS SKILLS AND ANALYTICS

Sharpening the thinking tools behind strategy, growth and innovation.

### Analytical Thinking and Problem-Solving

FOR MANAGERS AND DECISION-MAKERS

Break down complex problems, find root causes and implement lasting solutions.

### Business Acumen

FOR LEADERS ACROSS ALL FUNCTIONS

Commercial and financial literacy for smarter, aligned decisions.

### Strategic Thinking

FOR SENIOR MANAGERS AND EXECUTIVES

Connect daily decisions to purpose, position and long-term value.

### Innovation and Creative Thinking

FOR TEAMS DRIVING GROWTH AND CHANGE

Creative tools that generate new solutions and a culture of innovation.

# WHAT IS THE RETURN ON INVESTING IN LEADERSHIP?

## THE COST OF DOING NOTHING

**Up to 2×**

a manager's annual salary to replace them.

**34%**

of salary lost to an actively disengaged employee.

**\$12,506**

lost per employee each year to poor communication.

**Talent leaves managers, not organisations.**

## THE RETURN WE DELIVER

- ✓ Measurable gains in team performance and productivity
- ✓ Lower turnover through stronger people management
- ✓ Faster, better decisions at every level
- ✓ Higher engagement and less conflict
- ✓ A leadership pipeline ready for succession and growth

Sources: Gallup (replacement cost; cost of active disengagement); Grammarly and The Harris Poll, State of Business Communication, 2022 (US data, US dollars).

— THE ALCHEMIST BEHIND THE WORK

# ANDREW TSURO

Founder and Principal Consultant, The Leadership Institute

— AS SEEN ON

SABC News   eTV   Newzroom Afrika   ZBC TV and radio   ZNBC Radio   Power FM  
Biznis TV   News24   Southern Eye   People of Note



**Andrew Tsuro is a communications alchemist (amongst many other talents)... He meets leaders where they are and partners with them on a journey to their highest potential.**

Hanifa Hoosen, Talent Development Specialist, Anglo American

A practitioner forged over a decade: more than ten years closing the leadership gap across Africa, trusted from Johannesburg to London.

At 26 he became the youngest District Director of Toastmasters International in Southern Africa. In 2022–2023 the district he led, with more than 270 local branches across 12 countries, was the largest in the world and finished fifth worldwide.

— RECOGNITION

**2025**     **Aletta Rochat Legacy Builders Award**  
Recipient, leadership development

**2024**     **Founder of the Year Under 30**  
Second runner-up, FOYA Southern Africa

**2024**     **Forty Under 40 Africa**  
Finalist, Human Resource and Development

**2023**     **Mercedes-Benz New Entrepreneur Award**  
Second runner-up, BBQ Awards

**2022**     **News24 Young Mandelas**  
Named among 30 Young Mandelas in leadership

**2021**     **JCI Ten Outstanding Young Persons**  
Junior Chamber International

**2018**     **HR.com Top 10 Global Young Future Leaders**  
HR.com LEAD awards

**DTM**     **3× Distinguished Toastmaster**  
The highest Toastmasters educational award

**Africa's Top 100 Executives of the Year**

**Africa's Brightest Young Minds**

**More than 10 countries.** Work mostly across Africa, with speaking engagements and conference workshops in London, Malaysia and Bali.

# A track record built across banking, mining, government and beyond.

|                                                                                     |                                                                                     |                                                                                                                   |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Mercedes-Benz                                                                       |    |                                |
|    |    | <br>SOUTH AFRICAN RESERVE BANK |
|  |  |                              |
|  |  |                              |

ALSO TRUSTED BY

SA Revenue Service (SARS)

Vodacom

MultiChoice

Exxaro Resources

Aspen Pharmacare

FSCA

City of Ekurhuleni

PSG Insurance

Sephaku Cement

Wits University

Afrox Linde

And more than 50 organisations across the continent and beyond.

# RECENT WORK, IN CLIENTS' WORDS.

## PRESENTATION COACHING



Valterra Platinum

### The situation

Graduates had to present their technical and business projects to senior leadership and the executive committee at the graduate symposium.

### The work

Presentation masterclasses for graduates and conference delegates, one-to-one coaching on their presentations, and hosting the symposium day as MC.

## IN THEIR WORDS

**The quality of the presentations on the day reflected the impact of his coaching, and the event ran smoothly under his facilitation.**

### Hanifa Hoosen

Manager, Early Talent Division, Valterra Platinum

## EXECUTIVE DEVELOPMENT



BancABC Zimbabwe

### The situation

The bank was preparing 16 candidates for positions on its executive committee.

### The work

An executive development programme Andrew designed and delivered for the group, including leadership assessment.

## IN THEIR WORDS

**We found Andrew responsive, well prepared and easy to work with.**

### Wendy Masunungure

Learning & Development Manager, Human Capital, BancABC Zimbabwe

## COMMUNICATION DEVELOPMENT



Unilever Food Solutions South Africa

### The situation

Client-facing staff found it hard to express themselves clearly and be understood by stakeholders. It was affecting client relationships and their confidence to take on new opportunities.

### The work

A team development workshop, then presentation and communication masterclasses within the Speechcraft programme.

## IN THEIR WORDS

**The sessions were practical, and participants left with skills and tools they could apply immediately.**

### Yonela Motloun

UFS SA Marketing Lead, Unilever Food Solutions South Africa



# REAL VOICES. REAL RESULTS.

“

Andrew has the poise, preparation and delivery skills for an important board meeting. It was fantastic and pitch-perfect.

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**Lesego Lebuso**  
CEO, FASSET

“

Andrew challenged our thinking and engaged us throughout. I left with so many ideas, tools and frameworks. The session on situational leadership was incredibly powerful.

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**Programme delegate**  
Bidvest Bank, South Africa

“

Andrew enabled us to think out of the box at all times. He provides practical solutions you can implement at work and in your personal life. It expands your level of thinking.

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**Programme delegate**  
SA Revenue Service (SARS)

“

I addressed spaces within myself I had never paid attention to. The tools given can be used immediately for a positive, measurable outcome.

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**Programme delegate**  
PSG Insurance, South Africa

# LEADERSHIP IN YOUR ORGANISATION?

Let's start with the problem. Then let's solve it, together.

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BOOK A 30-MINUTE DISCOVERY CALL

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BASED IN

Johannesburg and Harare; working internationally, in person or online

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LEADERSHIP DEVELOPMENT  
EXECUTIVE COACHING  
SPEAKING



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