

Talk Outline

There is general agreement that effective leadership requires integrity. Yet, leadership integrity seems elusive, apparently hard to develop in practice. While leadership development theory has occasionally embraced concepts from depth psychology theory, these have not yet become part of the theoretical bedrock of leadership development theory, nor has depth psychology theory been widely embraced in the practice of leadership development. This presentation considers the contribution that depth psychology theories and practice could and have made to the process of leadership development resulting in greater leadership integrity. It also explores the reasons why it is not more integrated with mainstream leadership development theory, and suggests ways in which this can be remedied.

Speaker Profile

Hélène Smit was originally an English and Mathematics teacher before joining an adult training company called Don Gray Training (Pty) Ltd in 1988, which specialised in management training for the Information Technology industry. She completed an MBA early in 1991 (with a place on the Dean's List) at Wits Business School. Thereafter, she worked as a strategy consultant for two years, and was involved in a variety of corporate strategic projects. In 1993, she started her own firm called Feather Associates (Pty) Ltd. For the past 20 years, Feather Associates has offered a variety of training courses including psychological literacy, facilitation, leadership and business thinking skills training; as well as facilitation processes, including team building, strategic planning, stakeholder involvement and conflict resolution in a range of contexts and sectors. She has worked with NGO's, Local and Provincial and National Government, and many large and small business organisations. Hélène is a trained Executive Coach and holds a Certificate in Executive Coaching from the Tavistock Institute. She has coached executives from a range of industries and organisations.

Helene has lectured in business schools for the past 18 years, including the UCT GSB and Henley Business School, in the areas of psychological literacy, systems thinking, people skills, change management, diversity management and facilitation. Together with South African College of Applied Psychology, Hélène launched the (first of its kind) National Diploma in Facilitation and was the Programme Director for five years. Hélène is the director of the Depth Leadership Trust which was established in 2015. She has published three books, the first called The Depth Facilitator's Handbook which describes facilitation skills in detail and the second called Beneath - Exploring the Unconscious in Individuals, a book for the general public that helps readers explore the functioning of the unconscious mind in order to unleash their potential. Her third book, called Depth Leadership, was published in December 2013 and teaches the theory and practice of depth psychology to leaders.



Hélène Smit

USING DEPTH PSYCHOLOGY THEORY AND PRACTICE TO DEVELOP LEADERSHIP INTEGRITY

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