



NEWSLETTER

BETTER MANAGEMENT LEADERS LEAD TO BETTER RESULTS



This evolution reflects more than just a new brand identity—it's a reaffirmation of our commitment to delivering real, practical value in management and leadership development. Change, after all, is part of growth—and we believe in leading by example, so we are continuously growing towards our fullest potential... our 'n'!

Our journey began in 2003 when we bought the Louis Allen license for sub-Saharan Africa. In the early years, our focus was on Louis Allen's systems approach to the management work of Planning, Leading, Organising, and Controlling. Still today, the Allen Management System™ remains the foundation of all our customised solutions, but we've seen that we can do much more to develop extraordinary leaders.

That's why we expanded our offerings in 2010 by becoming a strategic partner of Zenger Folkman, the leader in strength-based leadership development. Leaders are not only exposed to internationally recognised and evidence-based 360 assessments and leadership development tools but can benchmark themselves against the top leaders internationally.

Most recently, we've also bought the Kepner & Fourie's license and added another research-driven brand to our list of offerings. Critical thinking is one of the core skills required for the future and Kepner & Fourie's problem-solving and decision-making tools further strengthen our solutions with proven methodologies that help leaders lead confidently in complex and ever-changing environments. The impact has been clear: leaders using these tools have transformed teams and achieved measurable results.

So yes—we've grown. And we're proud to now offer now an even more holistic development solutions for leaders at every level. We remain grounded in practical, hands-on development, always customising to suit your context, your leaders, and your goals—helping you to grow to your 'n'. Because when leaders grow, results follow.



MANAGEMENT LEADERSHIP FORUM

Networking Is Key: The Power of Leadership's Insights



Since launching our quarterly **Management Leadership Forum** in March 2024, we've seen just how powerful networking and shared insight can be.

As leaders, we often carry a heavy load—putting out daily fires, driving strategy, and leading people through constant change. But here's the truth: we don't have to do it alone.

The Forum was created as a space for connection, learning, and collaboration. Every quarter, we bring in industry experts to share practical tools, real-world case studies, and fresh thinking. The panel discussions offer a chance to ask questions, air challenges, and hear what's working for peers across industries. It's a space to reflect, recharge, and return to the workplace with new ideas—and a growing support network.

We learn from each other. We share our “school fees” (those hard-earned lessons). And we're reminded that even in demanding roles, we're not alone.

This is peer-powered growth in action—and we'd love for you to be part of it.

YOU SPOKE, WE LISTENED!

Following recent engagements, many of you expressed a preference for a virtual option to save on travel time—especially those joining us from other provinces. We're excited to pilot our next session as a virtual experience!

SAVE THE DATE: 16 September > Stay connected by following us on LinkedIn for more information that will follow soon.



WHY A SYSTEMS APPROACH TO MANAGEMENT MATTERS

In times of rapid and continuous change, organisations need more than scattered strategies and siloed decisions— leaders need a structured way to manage their organisations—they need a common management system. That’s where a systems approach to management work, championed globally by Louis Allen, becomes essential.

For over 65 years, Louis Allen’s Allen Management System™ have equipped organisations worldwide with practical, scalable tools to lead with purpose, speak the same management language, build strong management systems, and deliver sustainable performance from then top to the bottom of the organisation.

The flagship Management Work Wheel classifies the work management leaders need to perform to be effective around the POLC—Planning, Organising, Leading, and Controlling—functions and activities. It is not just a training tool; it’s a mindset for how effective management leaders can apply systems thinking in their roles.

WHY THIS MATTERS

Clarity Through Connection

Louis Allen’s systems approach helps managers make sense of complexity by connecting day-to-day tasks to strategic outcomes. Concepts are no longer isolated—they are integrated.

Big Picture Thinking

A systems view, like watching a theatre from the balcony, lets leaders see the full performance—every role, movement, and timing. It’s the difference between reacting and truly understanding.

Guided Change

Using Louis Allen’s methodology, managers gain the clarity to answer “What needs to change? Where do we act? How do we lead?” with confidence and structure.

Smarter, Sustainable Solutions

A systems approach doesn’t leave execution to chance. It aligns vision and operations, enabling more consistent results, better collaboration, and long-term impact.

Louis Allen is not just offering management leadership development—it’s embedding a proven management system into the DNA of organisations. Because great management leaders don’t just manage—they lead within a system that delivers results.

Industry of organisation:
Manufacturing

Target Audience:
10 groups of 16 frontline leaders
each = Total 160 managers

Period: 2024 – 2025

Program:
Louis Allen's Effective
Management Leadership in
Practice

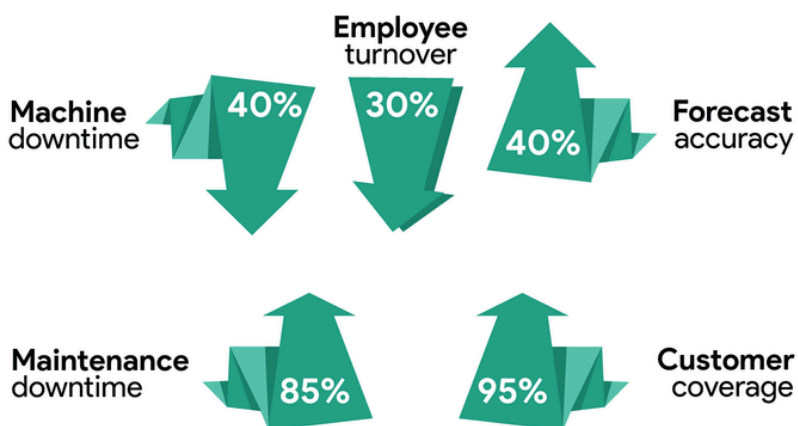
Better Management Leaders = Better Results

How the Louis Allen program is transforming business leadership in a leading FMCG company

At **Grow2N**, we believe that effective management leadership is more than a role—it's a capability that delivers measurable impact. The Louis Allen Effective Management Leadership in Practice program, grounded in the proven **Allen Management System™**, has empowered frontline leaders in one of South Africa's leading FMCG companies to deliver performance that truly matters.

Through hands-on application of the **POLC** concepts, principles and tools, frontline leaders across the various business functions tackled urgent operational challenges—and the outcomes were both quantifiable and transformational. The following figure highlights some of the key outcomes from the projects:

Real Projects. Real Results.



MANAGERS APPLIED POLC

LOUIS ALLEN
POLC

- Shift from reactive management to proactive leadership
- Build systems of accountability and forecasting
- Strengthen collaboration across departments
- Diagnose and address inefficiencies