

# Care and Growth

## The Care and Growth Model

### C O N T E N T

#### 1. Understanding Commitment

What are the conditions under which people come to work because they want to rather than because they have to? How does this relate to some of the current assumptions in this regard?

#### 2. The Four Axioms

The four key principles that account for legitimate leadership at work. The relationship between legitimacy, care and growth, control, and being here to serve.

#### 3. The Question of Values

Being here to serve and value driven behaviour. The impact of needs and values on the intent of the leader. The relationship between the leader's intent and the loyalty of the follower.

#### 4. Empowerment

The principle variables that are at issue in empowerment. Empowerment and providing means. Empowerment and enabling people. Empowerment and holding people accountable.

### Two Day Introduction

The approach which we have been advocating at Schuitema emphasises that the key problem facing leaders at work is to establish a sense of legitimacy for their leadership. What we have discovered is that these relationships are only seen to be legitimate if subordinates see their leaders acting consistently with the two criteria of *Care and Growth*<sup>™</sup> at work. We have also demonstrated that growing people means to give people the *Means*, the *Ability* and the *Accountability* to do what is required of them. The first two day Care and Growth introductory programme gives participants an insight into these criteria as well as tools to diagnose their current leadership in terms of these criteria.

The two day introduction to *Care and Growth*<sup>™</sup> serves to provide delegates with a thorough and practical insight into the core principles of the model. As such it forms a necessary introduction to the four *Care and Growth*<sup>™</sup> Applied modules. The *Care and Growth*<sup>™</sup> Applied workshops are four workshops that follow on the initial two day programme which are concerned with incrementally developing practical application skills consistent with the *Care and Growth*<sup>™</sup> model.



# Schuitema

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