



**If I want to make my team better, I need the right tools to enable that to happen.**

**Tanvir Bhamji**

Headwork Consents Manager, Watercare Services Ltd.  
**ELEVATE (Leadership Essentials)**

**Managing is all about the people, and managers have an opportunity to set the tone for their team. The ELEVATE (Leadership Essentials) Programme will help you better yourself to better others.**

For Tanvir Bhamji, Headwork Consents Manager at Watercare Services Ltd., training that is interactive, flexible and run by facilitators with expertise is crucial.

**What were you looking to achieve?**

Tanvir had clear goals for his professional development. He wanted to ensure that he:

- ✔ Better understood how to lead his team.
- ✔ Had an ability to encourage his team's growth.
- ✔ Could give his team the freedom and opportunity to have a voice within the team.
- ✔ Was getting good outcomes for the business and the community.
- ✔ Was helping his organisation flourish.

Watercare Services Ltd. promotes learning, whether improving technical knowledge or other skills beyond that. Although busy in his role, Tanvir decided to make it his goal to set aside time to develop himself.

"I've always been interested [in professional development] but have been bogged down in work or busy with other things, so in the past I haven't put much time in," he explains. "The last couple of years I've actually consciously made an effort to go out and improve myself, because I know that it's coming to a point where if I want to make my team better I need to make sure I have the right tools to enable that to happen."

**Why did you choose IMNZ for your training?**

Wanting to up-skill and increase his effectiveness as a manager, Tanvir did his research before deciding to enrol in the ELEVATE (Leadership Essentials) course with IMNZ.

"I was looking at training that would help me become a better manager," explains Tanvir. "IMNZ provided flexible learning and had a range of courses that enabled me to progress in my understanding and learning.

Also, the training they provided was more practical and applicable to my job environment."

"The IMNZ training brings through techniques that you can apply but also gives an understanding of the psychology that would influence certain types of behavior, and at the end of the day that's what we are trying to do—change people's behaviour so we can get better outcomes."

**How has the training impacted you?**

The IMNZ ELEVATE (Leadership Essentials) programme gave Tanvir the foundation and tools he needed to become a stronger leader.

"What Elevate has taught me is that it's all about the people and so the interactions I have now with other people have matured," says Tanvir. "It's opened my eyes to different techniques and tools to allow that to happen."

**"My team now has a common purpose and a common vision. Whatever challenges we may come up against, it's about communication and enabling a good dialogue that helps us get through it."**

**Ready to begin your own leadership journey?**

Tanvir has already enrolled in other courses with IMNZ, but attributes a lot of his initial learning and development to the ELEVATE (Leadership Essentials) programme.

"I would absolutely recommend the course to anyone that's thinking of being a leader and helping others in their organisation or team, simply because it provides you with the range of techniques, tools and also an understanding of how you can better yourself to better others."