

# INDIVIDUAL LEADERSHIP DEVELOPMENT



THIS PROGRAMME IS DESIGNED FOR EMPLOYEES WHO WISH TO DEVELOP AND STRENGTHEN THEIR INDIVIDUAL LEADERSHIP

## BENEFIT

A leader who completes this individual development programme will gain increased awareness of their own behaviour and how they can influence their organisation. The programme will develop the leader's ability to take a holistic approach, to be more sensitive to what is happening in their organisation and to act in an appropriate and beneficial manner.

## THE ROLE OF THE LEADER

At KLINTH:BRUUN we believe, that the leader must develop self-knowledge and understand, that personal strengths or habits can sometimes lead to misunderstandings. This may lead to conflicts where energy is locked instead of being utilised in proactive and developmental activities. There are a number of disciplines within leadership but the foundation is to develop awareness of personal strengths as well as the potential for developmental potential.

## DEVELOPMENT PROGRAMME

This programme consists of 10 coaching sessions. It requires, that the leader maintains a logbook that supports and integrates the learning from this programme. The leader will be required to work on this logbook between sessions by working on tasks and reflecting on relevant work challenges and cases.

## METHOD

It is important to acknowledge that well developed habits and behavioural patterns can have consequences that are obstacles for development and well being. The starting point is on leadership dynamics and identifying and understanding the potential that can be locked in habits and behavioural patterns. Self knowledge will stimulate curiosity and the desire to examine what is less developed, thereby generating energy to change.

# PROGRAMME HIGHLIGHTS

## COACHING SESSIONS

### SESSION 1&2: PRESENT SITUATION

- Motivation to change
- Background for change
- Desired outcome

### SESSION 3: EXCITEMENT AND FRUSTRATION

- What generates energy
- What drains energy
- What is my motivation to develop

### SESSION 4: HERO'S AND ANTI-HERO'S

- Who are my hero's
- Who are my anti-hero's
- Who am I and how do I want to be

### SESSION 5 : CASE WHERE IT WAS EASY

- Where have I been successful
- What was my contribution
- What can I learn from this

### SESSION 6: CASE WHERE IT WAS DIFFICULT

- Where I was not successful
- What was my contribution
- What can I learn from this

### SESSION 7: THE ART OF LEADERSHIP

- What are my well developed skills
- What are my less developed skills
- How can I develop as a leader

### SESSION 8 & 9: STORY TELLING

- What is my story
- Three future scenarios
- The art of telling stories

### SESSION 10: LOGBOOK – WHAT HAVE I LEARNT

- Complete personality profile
- Adjustment of goals
- Plan for further development

In parallel to the series of coaching sessions, time should be allocated to work with a logbook based on the themes above. The logbook must be sent to the coach 3 days before the next session at the latest. The programme described above is based on 10 sessions. It may be necessary to extend the number of sessions in order to achieve maximum benefit from the programme.