

LEADERSHIP DEVELOPMENT



THIS PROGRAMME IS DESIGNED TO DEVELOP LEADERSHIP AND LEADERSHIP TEAMS

BENEFIT

The benefit of participating in this leadership programme will be leaders that are far more aware of themselves and the way they influence their organisation. The programme will develop the leader's ability to gain an overview, to be more aware of what is happening in their organisation and to act in an appropriate manner.

THE PARADIGM CHANGE OF LEADERSHIP

Future successful companies must build a high level of trust in order to create a framework for employees where they feel satisfied and secure. This will inspire everyone to bring forward their full potential in their daily work. This requires that leaders are trained to inspire co-creation, cooperation and a common understanding of direction and goals. This is a necessity both in relation to team leadership and for leadership teams.

FUTURE LEADERS SHOULD

- Be people oriented and supportive
- Have full overview and delegate with a minimum of control
- Be authentic and have personal integrity
- Have clarity and direction based on both intuition and data
- Have courage through personal insight
- Demonstrate work life balance
- Be able to communicate through appreciation and understanding of behaviour and diversity of people
- Be able to understand the dynamics in teams and to develop teams towards being self directed
- Be able to deal with change and change management

METHOD

It is important to acknowledge that the well developed habits and behavioural patterns in a leadership team also have consequences, and that this can obstruct the teams well being and development.

The starting point is to identify and understand the potential that is locked in habits and behavioural patterns. Creating trust in the team increases curiosity to examine new ways of interacting.

PROGRAMME HIGHLIGHTS



WORKSHOP EXAMPLES

1-2 DAYS

WORKSHOP 1: THE LEADER

- What is my leadership style and how do I want to execute leadership
- My skills and development potential
- My development goals and objectives

WORKSHOP 2: LEADING PEOPLE

- Types of personality
- Dynamics in teams
- Leadership in daily life

WORKSHOP 3: LEADING TEAMS

- Dynamics in teams
- Self directed teams
- The leader's self awareness in the team context

WORKSHOP 4: SUCCESSFUL CHANGE MANAGEMENT

- Preparation
- Communication
- Implementation

WORKSHOP 5: LEADERSHIP IN ORGANISATIONS

- Strategic leadership
- Implementation of mission, vision and values
- Intelligences in leadership

These workshops are examples of themes that could be relevant for team development. When designing this programme, the workshops offered will be customised and developed to fit the identified needs in the organisation. In addition to workshop participation, individual one to one coaching is of additional benefit to each participant. To prepare for this programme initial interviews are held with each participant in order to identify needs, wishes and goals.