



This training will provide you with tools which can support you in your leadership and invigorate you as a person and as a leader.

Training in Personal Leadership

Strategi & Mennesker

Personal Leadership

Leadership is basically about personal presence. It is about the ability to be in contact with other people while placing appropriate boundaries. Leadership is a craft that can be learned. It happens in a constant dialogue between theory and practical approaches and the dialogue between inward self-reflection and outward directed action. This particular dialogue demands personal involvement in the learning process.

This training allows you to learn from your experiences and it provides you with theoretical inspiration to face the world and gather new experiences which you again may learn from.

A lifelong learning process will begin here and it can continue for as long as you want it to.

Personal leadership is a precondition to lead others.

The mission and structure of the training

The training develops you through your leadership skills and is structured as a learning process based on own experiences.

Your own concrete experiences with leadership are the starting point of this training. The training links your observations of yourself as a manager together with theories and models. The linkages of theory models and own experiences will strengthen your daily leadership.

The training gives you the opportunity to refine your awareness of your role as a leader. It will give you tools that strengthen your abilities to conduct leadership parallel with a personal learning process. This will happen through 6 modules. Each module consists of two-day courses with residential accommodation.

Module 1 will focus on how the learning process takes place, and how the learning process can be transformed into personal development. These experiences will lead to a dialogue in the second module about

how you perform as a leader in daily life and how you can organize your different roles as a leader.

Based on the first two modules it will become clear that leadership in daily life depends on how you as a leader interact with your surroundings. That is why the third module will focus on how you build up contact with employees and other managers. The fourth module will concentrate on how to determine the limits for contact and especially how you handle conflicts in contact with employees and other managers.

As a result you will in the fifth module be working with the manager's role as a communicator of visions, inspirations and solutions. This module will give you the opportunity to find exactly your strengths as a leader. Subsequently, you will be able to put perspective on what you want to use your leadership for and how you can continue to develop yourself as a leader. Finally, the sixth module will focus on sharing experiences.

YOU WILL RECEIVE A DIPLOMA WHEN ALL 6 MODULES HAVE BEEN COMPLETED.

Module 1

Individual and organizational learning

The objective of this module is to give each leader an understanding of:

- What learning processes are
- The correlation between learning and development
- The correlation between individual and organizational learning
- The defence mechanisms which may be triggered in connection with learning processes
- Tools that can support and sustain learning processes in everyday life

Module 2

Structure and organization

The objective of this module is to give each leader an understanding of:

- Tools that can provide overview and structure of your daily activities
- Tools to prioritize information and assignments
- Different manager roles with special focus on situations demanding your empathy or you keeping a distance
- Self-management by means of tools to organize yourself according to your own resources
- Stress management

Module 3

Personal contact and leadership

The objective of this module is to give each leader an understanding of:

- What contact is
- The effect of communication on contact level
- Various ways of breaking off the contact
- Own contact patterns
- How personal contact may create motivation and happiness

Module 4

Openness and boundaries

The objective of this module is to give each leader an understanding of:

- Why it is essential to have boundaries in your leadership
- Issues where it makes sense to involve the employees
- Issues where it makes sense that the manager takes a decision without involving the employees
- Nature of conflicts, different types of conflicts and the difference between disagreements and conflicts
- Conflict management, especially how the manager can handle disagreements and avoid an escalation of the conflict

Module 5

Communication

The objective of this module is to give each leader an understanding of:

- Why communication is more than the content of what is being said
- The impact of communication from body language and tone of voice
- How the manager becomes attentive to how people communicate
- How clear communication can lead to efficient performance

Module 6

The personal leadership

The aim of this module is to:

- Work with the collection of own and other leaders' experiences
- Find own strengths as a leader
- Prepare a plan for personal development areas
- Work with the personal perspective as leader

Practical information

- Time:** The modules begin at 09.00 on the first day and will end at 16.00 on the second day.
- Teachers:** The teachers are experienced and competent employees from Strategi & Mennesker A/S.
- Enrolment:** Enrolment per e-mail is binding. If you have any questions, please contact Rasmus Brandt, phone: +45 26 83 85 88, e-mail: rasmus@strategi-mennesker.dk

Personal coaching by phone is offered throughout the entire training cycle.



Strategi & Mennesker

Bævervej 2, DK-8600 Silkeborg
T +45 75 89 78 33
kontakt@strategi-mennesker.dk
www.strategi-mennesker.dk