

Leadership for Senior and Middle Managers: “The choice is yours!”



Please also ask us about customizing this program to your company needs

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- Purpose
 - To provide an innovative approach to leadership development *which you will be able to measure.*
- Focus
 - This workshop will address how to develop good managers into excellent leaders
- Target Audience
 - Senior & Middle Managers who have been indentified as needing and being willing to improve their leadership

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- Learning objectives – by the end of this program participants will be able to:
 - Make the choice about what type of leader they want to be
 - Set a clear direction for people
 - Inspire people to follow them
 - Ensure their plans get successfully implemented

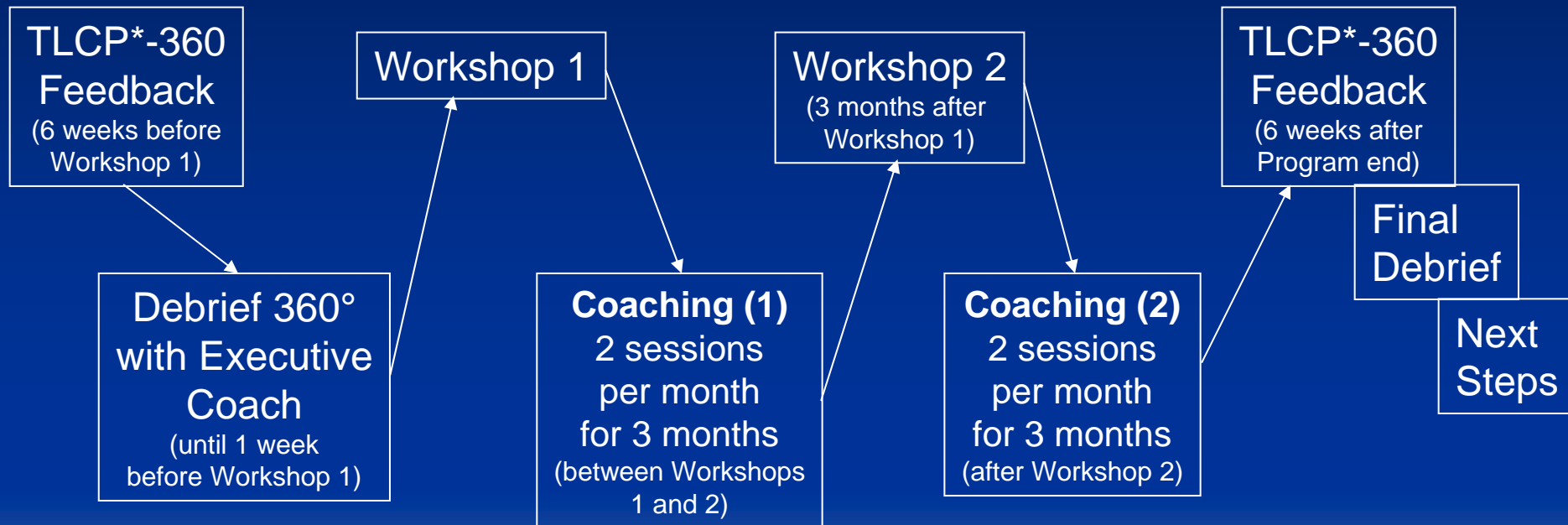


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- Group-size of 6 to 8 people will allow for deep dialogues and highly leveraged learning
- Impact of the programs will be measured through the pre- and post-feedback assessments
- Combination of coaching and workshops will ensure ongoing learning, follow-up and on-the-job implementation

Leadership for Senior and Middle Managers: "The choice is yours!" Program Outline

Activity:



*TLCP = The Leadership Circle Profile

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- Pre-program 360° Assessment using TLCP*:
 - Establish a baseline for each participant
 - One debrief session
 - Define key learning objectives for each participant with participant and his/her boss(es)

*TLCP = The Leadership Circle Profile

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- Workshop 1 (maximum of 6-8 participants):
 - Day 1:
 - Introduction
 - What is Leadership?
 - Setting a direction – what does this mean?
 - Leadership and coaching
 - Sharing the TLCP* 360° feedbacks
 - Day 2:
 - The 5P-model
 - Leadership and People
 - Leadership and the Plan
 - Action Planning

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- Coaching 1:
 - 2 sessions per month of 1 hour each for 3 months following Workshop 1

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- Workshop 2 (max of 6-8 participants):
 - Day 1:
 - Accountability – what happened with the action plan?
 - Leadership and Process
 - Leadership and Performance
 - Back to People:
 - Values and behaviours
 - Day 2:
 - Leaders versus Managers
 - Styles of Leaders
 - Bringing it all together
 - Actions

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- Coaching 2:
 - 2 sessions per month of 1 hour each for 3 months following Workshop 2

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- Post-program 360° Assessment using TLCP*:
 - Establish the impact of the program on each participant
 - One debrief session
 - Definition of next steps

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- Intake Date: April 24, 2012 (to start 360° feedback)
- Workshop 1: June 7 & June 8, 2012
- Workshop 2: September 13 & 14, 2012
- Location: close to Geneva, Switzerland

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Leadership is a Choice Programs

(all prices excl. TVA)

- Leadership for Senior and Middle Managers – "The choice is yours!"
 - All-in program*: CHF 10'499.00 per participant

**Note: The All-in Program includes 2 x 2-day workshops (including refreshments, lunches and one dinner each), two 360° feedbacks and 12 coaching sessions.*

Please also ask us about customizing these programs to your company needs