

"Leadership is a Choice"



HFSC

supporting you in achieving success



Programs for:

- Senior and Middle Managers
- High Potentials



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



"Leadership is a Choice" Programs

- 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
 - High Potentials who have been identified as future leaders and who need to learn what being a leader is all about

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"Leadership is a Choice" Programs

- 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



"Leadership is a Choice" Programs

- Two types of programs:
 1. Leadership for Senior and Middle Managers: "The choice is yours!"
 2. Leadership for High Potentials: "Ready to make the choice?"



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"Leadership is a Choice" Programs

- 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



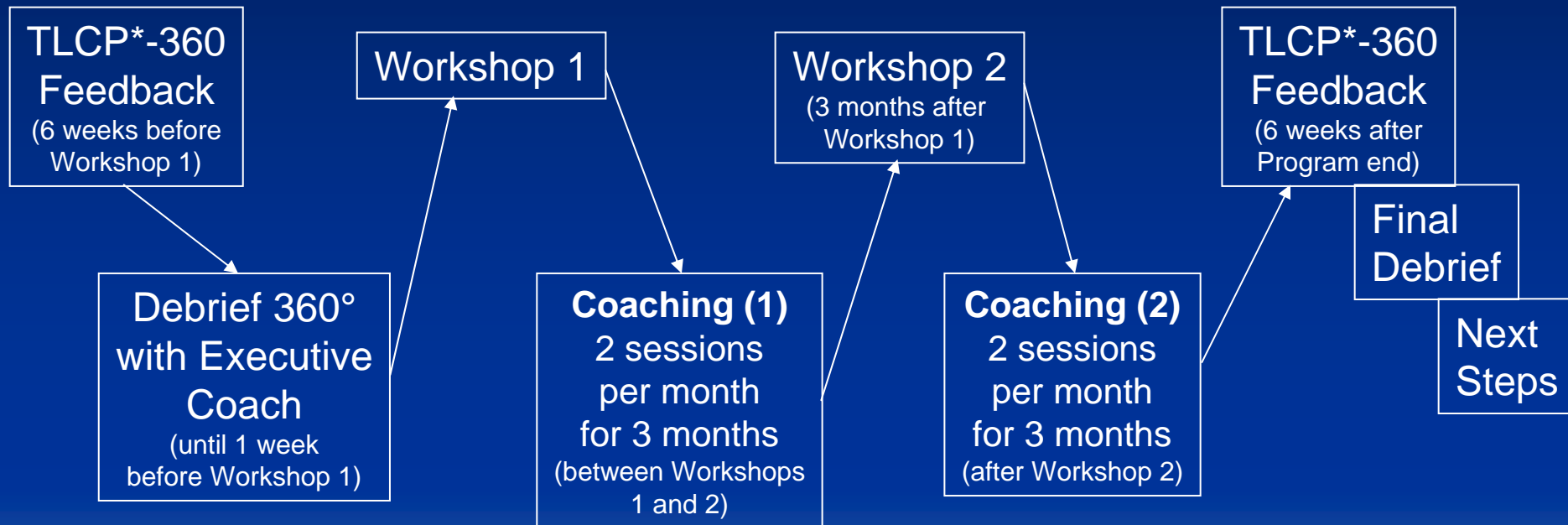
Leadership for Senior and Middle Managers: “The choice is yours!”



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

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

Activity:



*TLCP = The Leadership Circle Profile

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

- 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

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

- 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

*TLCP = The Leadership Circle Profile

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

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

Leadership for Senior and Middle Managers: « The choice is yours! »

- 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

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

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

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

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

*TLCP = The Leadership Circle Profile

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

- 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

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

Leadership for High Potentials: "Ready to make the choice?"



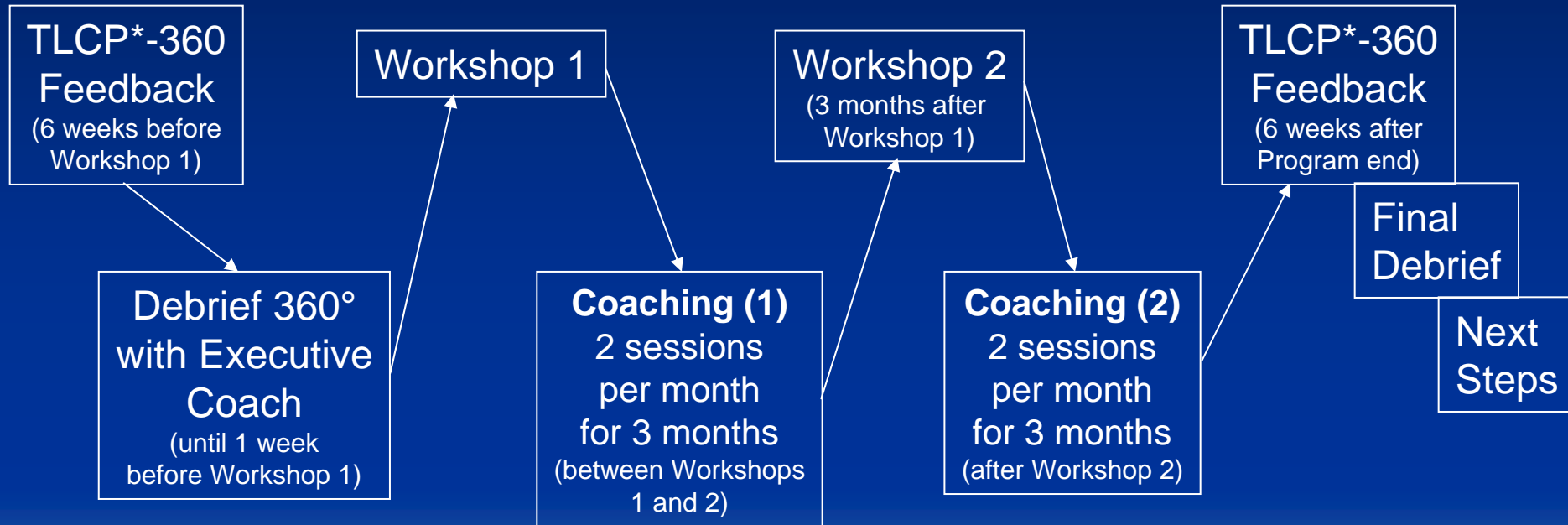
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Leadership for High Potentials: "Ready to make the choice?"

- The main difference between the program for Senior and Middle Managers and the program for High Potentials is the consideration in the delivery with respect to the level of experience of the participants, i.e. High Potentials will typically have no more than 5 – 10 years of experience whereas Senior and Middle Managers will typically have more than 10 – 15 years experience

Leadership for High Potentials: "Ready to make the choice?« Program Outline

Activity:



*TLCP = The Leadership Circle Profile

Leadership for High Potentials: "Ready to make the choice?"

- 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)

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Leadership for High Potentials: "Ready to make the choice?"

- 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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Leadership for High Potentials: "Ready to make the choice?"

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

Leadership for High Potentials: "Ready to make the choice?"

- 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

Leadership for High Potentials: "Ready to make the choice?"

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

Leadership for High Potentials: "Ready to make the choice?"

- 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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Leadership for High Potentials: "Ready to make the choice?"

- Intake Date: May 8, 2012 (to start 360° feedback)
- Workshop 1: June 21 & 22, 2012
- Workshop 2: September 25 & 26, 2012
- Location: Geneva, Switzerland

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

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
- Leadership for High Potentials – "Ready to make the choice?"
 - All-in Program*: CHF 8'999.00 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.*

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