

Why

Certain skills form the core of effective leadership that creates motivation and ownership. Specifically, leaders must ask themselves:

- ▶ What is my key role as a leader? I have to formulate purpose, set ambitions, define the playing field and I have to coach skills in ownership when necessary.
- ▶ How does my behavior influence the behavior of co-workers? When I am too active I promote passivity among co-workers and vice versa. When I don't take care of co-workers, they don't take care of the company and customers.

How

A two-day interactive and practical training session focusing on two central concepts (see below). Applying concepts to one's own real-world situation is key. Not only are skills and behavior tackled but participants are also prompted to have reflect deeply about beliefs and perspectives concerning the role of leadership.



What

	Day 1	Day 2
Morning	Introduction: create a strong connection between participants as a symbol of the importance of connection between team members. Define learning goals.	The management funnel (leading is about presenting problems and receiving solutions!). Plan A & B to create ownership and involvement. Practice with reference to participants' own cases.
Afternoon	Interpersonal dynamics: present the concept and master it through exercises, discussion and role-playing.	Practice with own cases, continue making an action plan.
Early evening	How to give feedback that works + practice.	