

Leadership in action – engaging teams

Channeling resources to the point of need. Ensuring the flow of productive initiatives. Securing employee engagement through coaching and empowerment. Assuring people and business performance, as diversity and complexity rise in local and international markets. All these managerial imperatives are underpinned by two fundamental elements: self-knowledge and self-control.



Distilling the very best in behavioral practice and training methods, this program addresses critical competencies and techniques - within different contexts. Participants bridge the gap between knowing and doing by engaging in self-reflection, learning from feedback, road-testing new tools and methods and evaluating different approaches. A robust 'workout', thanks to which they permanently anchor successful behaviors in their day-to-day management style.

This compact program goes beyond the norm, igniting a real leap in manager performance. Helping managers transform challenges into opportunities. From firefighting, ad-hoc control and command, to developing a proactive, collaborative culture. One based in challenging dialogue, aligning employee values and ambitions with those of the company.

<i>Audience</i>	<i>Methodology</i>	<i>Date and location</i>
<ul style="list-style-type: none"> • Middle managers, • First line managers • Team leaders • Project managers <p>• Language: English</p>	<ul style="list-style-type: none"> • 3-4 weeks between the training days • 8-10 people/group • interactive exchange of good and best practice, role plays, feedbacks • personal action plans and evaluation of the results • Group coaching approach • Application of Memory cards and using KOACH and Klaxoon systems 	<ul style="list-style-type: none"> • Training dates: 5x1 day November 20, 2019 December 11, 2019 January 14, 2020 February 25, 2020 March 25, 2020 • Location: 1007 Budapest, Margitsziget Danubius Grand Hotel Krauthammer / Human Digital Group office • Training fee: 450.000 HUF + VAT / participant 430.000 HUF + VAT / participant / company

Content

Day 1: My environment, roles, challenges and dominant style

- 🕒 Exemplarity and the principles of human capital development
- 🕒 Key stakeholder analysis: my positioning towards myself, others and my environment
- 🕒 Perception and reality: the way we spontaneously interact with others
- 🕒 The constructive attitude as the starting point for a fair judgment
- 🕒 Delegation, empowerment and accountability
- 🕒 Communicating a difficult decision, recognizing mistakes
- 🕒 Balancing styles between involving and directing

Personalized Action Plan

Day 2: Managing day-to-day performance, the balance between involving and directing

Learning from experience– results of the previous day's training

- 🕒 Learning from experience– results of the first day's training
- 🕒 The power of influence and awareness: the 3 laws
- 🕒 Setting objectives and expectations
- 🕒 Understanding people and performance, the art of questioning and listening
- 🕒 Control and handling of different performance situations
- 🕒 Encouraging and/or supervising

Personalized Action Plan

Day 3: Developing people for tomorrow

Learning from experience– results of the previous day's training

- 🕒 Check progress of my learning goals – managing Performance
- 🕒 Understanding deep motivation drivers, using ascending questions
- 🕒 Getting and giving feedback
- 🕒 Growing people: the evolution method in the context of coaching and development meetings
- 🕒 Dealing with high performers and talents
- 🕒 Conveying an impactful change message to a group

Personalized Action Plan

Day 4: Managing difficult situations

Learning from experience– results of the previous day's training

- 🕒 Check progress of my learning goals – coaching and developing people
- 🕒 Change: stages of discovery, the mourning curve, accompanying transition and resistance
- 🕒 Saying No is saying Yes to something else
- 🕒 Dealing with challenging working sessions and group negotiations
- 🕒 Realignment: handling deviations to preserve company values and employee alignment
- 🕒 Handling conflict

Personalized Action Plan

Day 5: Managing new developments, driving performance

Learning from experience– results of the previous day's training

- 🕒 Check progress of my learning goals – managing the roadblocks to change
- 🕒 Working session and managing creativity – roles and attitudes
- 🕒 Venturing initiatives: presenting a project or recommendation upward
- 🕒 Own cases: practice with 10 golden options
- 🕒 The manager-coach: identify the problem, gain acceptance so the solution can emerge
- 🕒 My brand and further development

Personalized Action Plan
Closing

Consultant



Roger Brouns

Profile

- (New) manager development programs
- Feedback culture training
- Presentation and communication skills training
- Team coaching and workshop facilitation
- Talent Management programs
- Service Excellence training
- Job Interview training
- Strengths Finder + Core Quadrant workshops
- Personal coaching

Previous experience

- Consultant/ Trainer/ Coach – Human Digital Group/ Krauthammer
- Talent Manager – Spring Professional (Adecco)
- Team Lead / Sr. Process Manager / Project Manager - Essent (part of RWE)
- International Project Manager - Ferranti Computer Systems, BE + UK
- Business Consultant (Process/Change Management & Business Analysis) - Zest Utilities

Education and qualification

- Bachelor of Information Science
- Creative Consciousness Coaching
- Jump Movement licensee
- Agile Product Owner / Prince2 Foundation certified
- LEAN Practioner
- Certified Core Quadrant Trainer