

## **THE LEADERSHIP SKILLS PROGRAM**

### **A PROGRAM WITH 10 MODULES OF 3,5 HOURS**

The leadership skills program consists of 10 sessions of 3,5 hours each. The program approaches leadership from different angles:

- personal leadership from the point of view of the individual participant
- situational leadership from the perspective of the participant's environment and the organisation in which the participant works
- leadership focused on the future and changes (vision, inspiring, solving resistance, etc.)

The program uses a variety of insights and theories:

- Quinn's competitive value model
- The core qualities of Ofman
- The 7-power model for behavioural change and cultural influence.
- Non-dualism (Advaita)
- Neuro-linguistic programming (NLP)
- mediation and coaching
- Change management and organisational development.
- Building employee engagement and loyalty.

and more...

All sessions are offered in an interactive way, so that there is sufficient opportunity to practice and apply the theory. There will be room for self-reflection for further personal growth. A number of experienced management-trainers will be leading the sessions in the program.

#### **Program content**

The program consists of the following sessions:

0. An individual intake, personality test and personal learning objectives
1. The foundations of personal leadership
2. Transformation through self-examination (based on Advaita)
3. Formulating a vision and inspiring people
4. Engaging leadership
5. Using core qualities (of yourself and others)
6. From viewpoints to interests: conflict resolution and mediation
7. The use of different leadership styles (situational leadership)
8. Developing and implementing a change strategy
9. Dealing with resistance and making difficult calls
10. Coaching others on behaviour and results

### **Intervision meetings**

Under the guidance of the lead-trainer, participants reflect on the application of their leadership skills in their daily work in 4 peer review meetings.

### **Learning objectives to be achieved:**

1. Developing insight into leadership qualities (personal and general).
2. Developing skills for effective communication.
3. Developing insight into how leaders inspire others.
4. Engaging people in the organisation and in achieving management goals.
5. Insight into the core qualities of people and developing the ability to use these core qualities.
6. Knowledge of the different leadership styles and the ability to apply them in a situational way.
7. Developing skills for setting up and implementing development and change processes.
8. Developing skills for difficult conversations and handling conflict situations.
9. Development of coaching skills to improve confidence and performance of team members.

### **Practical information**

Costs: 3.995 ANG including individual talent analysis (TMA), intake and individual set up.

The costs for the intervision meetings are 375 ANG.  
(all costs are ex ob).

The program is lead by a team of very experienced trainers/former managers. There is a limited capacity in the program, because we work most effectively with a small number of participants (about 8). All modules include relevant exercises.

For more information or to discuss some specific topics: please call Willem Jan Stokhof at +5999 6704142 or send an email to: [willemjan@smartsolutions.services](mailto:willemjan@smartsolutions.services).