

Leading by Example

You are a real asset to ENTER. You really listen to your client and offer valuable solutions, you show initiative and take care of problems, and therefore contracts are extended and colleagues within ENTER and at the customer site regard you as a senior and expert. How can you transfer these skills to your ENTER colleagues?

How can you lead and still be a colleague?

Research shows that people like you can have a major impact on the learning curve of a (new) colleague.

Next to learning by doing, the best way to learn is ask advice from the right people in the workplace. That 'right person' can be you.

In this training, of two evenings, you learn how to offer solutions to a colleague without being the boss.

How to strengthen your colleague's qualities, without turning him or her into a copy-cat. How can you give real feedback to someone and still be considered an equal colleague afterwards? You are pro-active, but how to transfer that skill to someone?

Theory and practice will go hand-in-hand since you can not learn these skills from a textbook alone. On the second evening we'll work with a professional training actor to practice your skills.

Program for the two evenings

Evening 1:

- Leading without being the leader
- Skill/Will matrix, based on a research on leadership by Hersey & Blanchard
- Making agreements without alienating your colleagues
- Pro-active behavior and leadership language

Evening 2 (with actor):

- Communication skills for experts
- Giving feedback the right way
- Hearing the coaching-question and answering it
- Cases based on your day-to-day practice