

Personal Leadership

Data

Tuesday 28th of March 16.00 – 20.00

Tuesday 11th of April 16.00 – 20.00

Tuesday 25th of April 16.00 – 20.00

Attitude target

Participant:

- Take responsibility for their professional actions;
- Are willing to challenge and shape their own development;
- See difficult situations as a challenge and think in terms of possibilities;
- Reflect on their own attitudes and behaviour.

Knowledge target:

Participants know afterwards:

- How to deal effectively with difficult situations;
- What different behavioural styles there are;
- What your own preferred behavioural style is;
- What the dynamics of cooperation between different behavioural styles look like and how to influence them;
- What Covey's 7 traits of effective leadership are;
- Where their own qualities and pitfalls lie and what challenges they want to face.

Competence target

Participants will be able to:

- Show leadership even when things get tough;
- Match the other person's behavioural style professionally even when that style does not suit you well;
- Shape their own learning process and show leadership on that;
- Apply the 7 traits of effective leadership according to Covey in their work practice;
- Challenge themselves and grow in skills and behaviour (personal learning goals).

PROGRAM

Day 1: 16.00 – 20.00

- Introduction to personal leadership: what is personal leadership, why is it important and how can it be developed?
- Introduction to the leadership model the Circle of 8 and reflection on it.
- DISC profile: What is the DISC analysis, how does it work and how can it be used in practice?
- Own DISC profiles.
- Other personality types: Participants learn how to identify and understand other personality types and how to communicate and collaborate with them.
- Adjust and complete learning objectives and draft research question.
- Choosing buddies; a sparring partner for during the training programme who may give you solicited and unsolicited advice and feedback.
- Introduction and first step personal (reflection) report on own qualities, pitfalls and challenges (Ofman core quadrants).
- Practical assignment: How and when will you practice your learning objectives in your work practice and how will you communicate about this with your account manager.

Day 2: 16.00 – 20.00

- Review practice period and adjust/ complete learning objectives.
- Elaborate and internalise Covey's 7 characteristics of effective leadership:
 - Be proactive
 - Begin with the end in mind
 - Put first things first
 - Think win-win
 - Seek first to understand, then to be understood
 - Synergize, together is better
 - Sharpen the saw
- Introduction challenging situations for day 3.
- Follow-up practical assignment: How and when will you (further) practice with your learning objectives in your work practice and how will you communicate about this with your account manager.

Day 3: 16.00 – 20.00 with actor

- Review of practice period and adjustment/completion of learning objectives.
- Feedback of personal reports.
- Acting out challenging situations with an actor.
- Outcome: what do you take away and what do you continue to work on? Successes are celebrated and next steps planned.