



GLOBAL
LEADERSHIP



Leadership Training
With tools that work

Course description

Good leaders are essential for an organization to develop and survive. However, leading can be both difficult and challenging.

Through Global Leadership's leadership program, you as a leader will get the right conditions to motivate and develop your staff within your organization.

Our training provides you with a working method that you can bring into your daily life to create immediate change. You will gain the right tools to understand yourself, your own leadership, and thereby also understand your employees.

The training will give you practical and theoretical knowledge about how your value-based leadership affects group development, change, communication, conflict, and much more.

Welcome to 10 days and that will take you far!

For whom is this training?

For individuals in leadership roles.

Course description

The training provides you with:

- A comprehensive education in the fundamental principles every leader should know
- Awareness of your own leadership style
- Tools to lead your organization
- Insight into how you and others function in change, group development, conflict, etc.
- Tools to handle a leader's daily challenges

Scope

The course program is 10 days long, divided into five modules with about one month between each.

It includes individual coaching with one of the instructors at some point during the course.

Throughout the training, you will have the opportunity to collaborate with other course participants in a group project. The instructors will support you to achieve the an as good result as possible. This component is included in the training to give you practical experience with the theories being taught.

Course Structure

Module 1 - My Leadership

Two days filled with a multitude of tools, methods, and theories! We will delve into your leadership profile, values-based leadership - your values, and the 360-tool IDI. IDI provides feedback on your behavior and shows how others perceive your leadership.

Module 2 - Leadership in Change

In this module, we work with change management. The theory discusses what a change process looks like to deepen understanding of change management. We also go through how a coaching leader can engage employees in following change. Also, of course, you get to practice!

Module 3 - Communicative Leadership

How do we communicate with each other, what filters do we have, and what communication helps in conflict? We go through theories and models that help you get your message across in the constantly changing everyday life. Here, you will also get to practice handling conflict through the tools we provide.

Module 4 - Leading a Team

Module four is characterized by group development. You will truly experience what it's like to be part of a group's developmental stages. How should you as a leader handle the different phases? We delve into the depths of group cohesion that is created when there is more than one person, because group dynamics cannot be avoided - regardless of the constellation.

Module 5 - Graduation!

In the final module of the training, we celebrate the changes that you have successfully initiated and implemented. Your group presents the course group assignment, you give and receive feedback, and you will share your most important learnings during the course. We conclude with glitz and glamour, of course! It will be a wonderful ending to the training.

Training Objectives

Objective - My Leadership - Module 1

As a participant, you get the opportunity to reflect on your leadership and your role as a leader. What is important to you as a leader? How does it affect the interaction with your employees? You will receive a structured way to work with your group to clarify boundaries and build a desired culture.

Learning Objectives:

- Create increased confidence in the leadership role
- Understand what determines your ability to influence your employees
- Gain a useful structure to work with in your group for increased efficiency and well-being

Tools: The Boat, Goleman, The Buoy Stone, and The Level of Influence

Objective - My Leadership - Module 1

The Interpersonal Dynamics Inventory (IDI) is a tool that you will receive to understand your current leadership role. This is a 360-degree tool where you receive feedback from your employees and colleagues on how you are perceived. This will provide insight into the leadership role you assume in a given situation and what it means for the organization you lead. You will also receive feedback on your adaptability, which is directly related to successful leadership. You will receive tools that enable adjustment of adaptability. The tool also provides an overall insight into others' roles and how it influences the company's culture.

Learning Objectives:

- Understand your leadership in relation to how others perceive you
- Understand how you react in conflict and what motivates you

Tools: IDI, Interpersonal Dynamics Inventory

Training Objectives

Objective - Leadership in Change - Module 2

A leader manages changes daily. As a participant in the training, you should have understood the psychological states of a change journey. You will receive a change management strategy using the tools that we scientifically construct together during the training days.

Learning Objectives:

- Increased understanding of how you react to change as an individual and as a leader
- Increased understanding of how you lead others through change

Tools : The Change Process and The Implementation Steps

Objective - Leadership in Change - Module 2

Having a coach approach as a leader creates greater momentum during changes, higher motivation, and a lower workload for the leader. With the coaching approach, you do not take on extra tasks but instead ensure that tasks are carried out in the right place in the organization.

The leader is like the "lid" on the organization, meaning it is the leader's task to ensure they are not a bottleneck. With a coaching approach as a reliable tool in your toolbox, you enable the organization to go as far as it can.

Learning Objectives:

- Increased ability to coach and motivate employees
- Increased ability to create self-driven employees

Tool: The Coaching Model

Training Objectives

Objective - *Communicative Leadership* - Module 3

Organizations aim to achieve results, and to get there, goals, structure, and culture need to be "thoroughly- rooted." Participants should understand our tools that aid in structuring so that everyone is involved in the journey towards goals. The aim of communication is to make it "clear-to-us" and not just "self-evident." Participants should understand human filters and the four steps that help us surpass them.

Learning Objectives:

- Increased ability to get your message across

Tools: Communication Filters and Active Listening

Objective - *Communicative Leadership* - Module 3

The objectives of this training regarding conflict resolution are to understand the role a leader plays in resolving conflicts. The leader should understand the importance of addressing conflicts at an early stage.

We use feedback as one of the primary methods to prevent major conflicts. Participants should feel comfortable giving feedback according to our models and also understand how to receive feedback. Participants should know the method for handling escalating conflicts.

Learning Objectives:

- Increased insight and ability to understand one's own and others' conflict management style
- Increased ability to handle an escalating conflict
- Greater willingness and skill in giving even uncomfortable feedback

Tools: Harmony/Conflict Perspective, Feedback, and The Conflict Escalation Staircase

Training Objectives

Objective - Leading a Team - Module 4

After the training, the participant should be familiar with the different stages of group development. As a leader, you need to know how to handle the various stages. This knowledge is provided during the training.

Learning Objectives:

- Understanding the definition of a group, high-performing teams, and self-directed teams.
- Understanding different types of groupings.
- Formal/Informal leadership.
- Personality style (IDI) linked to group development.
- Values related to group development.
- The leader's role in group development.

Tools: FIRO (Fundamental Interpersonal Relation Orientation)

Objectives - Graduation! - Module 5

You will have used all the tools throughout the training, which will be reported in the final module.

You will receive feedback on your leadership from all other participants, which will create a greater understanding of your own leadership.

You will create a future plan on how to ensure your own leadership.

Client References

“ It's rare to find someone who wouldn't benefit from this training. Everyone has something to learn. ”

Sonia Lowde, Global head of sales and e-commerce, North Trampoline

“ Wow! I'm going to recommend this training to everyone. You guys are the best! ”

Märta Lundqvist, Motorit AB, Manager Servicedesk

“ I've gained so many insights and tools that I can take with me. Incredibly competent leaders who led the training with great dedication and humor. Everyone should attend it, not just leaders. ”

Rasmus Karlsson, Inteleon AB, Teamleader

“ Awesome training. It has strengthened me as a person and as a leader! The most useful aspect was all the models that can be applied. ”

Sophia Magnusson, Alarmstreet AB, CEO/Partner

**“ The best training I have ever attended!
Incredibly educational to receive both theoretical but primarily practical training in a variety of tools. Experiential learning truly makes it easier to absorb, and it's a privilege to be able to practice, receive feedback, improve, and then test again through the training we've received in the course. It allows me to feel more comfortable when applying the tools in real life, both on a personal level but especially professionally. ”**

Carina Björzell, Qvalify AB, Technical Manager

Gothenburg

The course fee includes the following

- Course literature
- Coaching
- IDI test Inspiration material
- Lunch
- "Fika"

Price

Complete training 34,000 SEK excluding VAT

Course dates

For course dates please visit our website.

Address

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