



Quintessential Leadership®

# Strong Leadership

- > INTENSIVE LEARNING TRAJECTORY
- > MIDDLE MANAGEMENT



## Why this course ?

STRONG MIDDLE MANAGERS ARE VITAL FOR AN EFFECTIVE, VIABLE ORGANISATION. WE EXPECT THEM TO NOT JUST BE MANAGERS, BUT ALSO LEADERS: AUTHENTIC, INSPIRING AND RESULTS-ORIENTED.

The **Strong Leadership** training programme offers a unique opportunity to make the most of your business experience and to strengthen your leadership skills. You will master the knowledge and competencies you need to bring the performance of your leadership and your organisation to a **higher level**.

Your growth as a leader is the key point of this programme. We focus on you as a person, on the organisation for which you work, and on your environment: because the context in which you are active as a leader also defines your success. This training helps you to become a leader who takes **people, organisation and context** into account: a sustainable leader.

### LEARNING GOALS

After following the Leadership Programme, you'll:

- > increase your impact as an authentic leader
- > be aware of your leadership style
- > acquire insight into your context and how to successfully make the most of it
- > be able to translate a strategy into concrete targets with added value for the organisation
- > reach a balance between the different interests (people, profit, planet/context)
- > build sustainable relationships and a meaningful network
- > increase your employability and the commitment of the people you work with
- > achieve more sustainable results from your people and your stakeholders

# Unique approach

WHILE OTHERS FOCUS SOLELY ON PEOPLE AND PROFIT, WE ALSO CONSIDER THE INTERPLAY BETWEEN THREE PERSPECTIVES: PEOPLE, PROFIT AND PLANET/CONTEXT. AND THAT MAKES THE LEADERSHIP PROGRAMME OF QUINTESSENCE UNIQUE IN THE MARKET.

## QUINTESSENTIAL LEADERSHIP®

This training helps participants to find a **healthy balance** between all aspects of leadership. We address all aspects of the Leadership Model (left) and start with **natural preferences**. Are you more people-, profit- or context-minded? How do you integrate diverse facets? How do you become more successful? How can you make it easier to combine the expectations of stakeholders? Where are the 'win-win' opportunities? How to break through barriers and block disruptions?

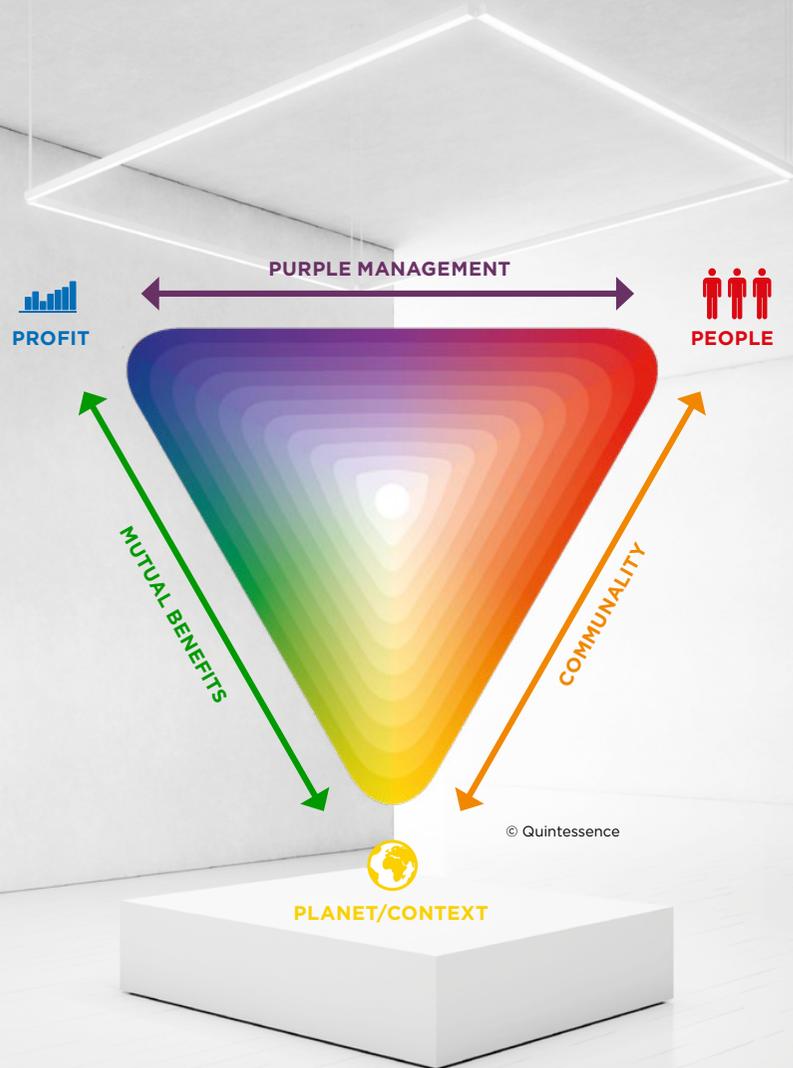
## PERSONAL

To support your growth, we provide an **orientation interview** that examines how we can best tailor the leadership programme to your situation. 'Strong Leadership' builds a bridge to your work environment, ensuring you translate what you learn to your **daily practice**: from abstract to concrete.

## BLENDED LEARNING

We combine **various learning methods**: theoretical models and scientific insights, case studies, assignments, (group) reflection, skills training, simulations, business games, on-the-job training and other practical exercises, all tailored to your situation.

**Results-oriented learning is central.** For us, it's important that you optimise your performance and that of your team. We do this by, amongst others, implementing '**Pre-work & Integration**' between the training days: during these three weeks, you'll apply what you've learnt, reflect and prepare the following session. This makes your learning transfer a measurable fact.



# Programme ‘Strong Leadership’

## FLEXIBLE LEARNING TRAJECTORY

Strong Leadership consists of various parts that complement and strengthen each other:

- > Individual orientation session
- > 7 interactive training days
- > Interim exploration, integration and dialogue (1h/week)
- > 2 self-selected individual coaching sessions (1h/session)

The programme is explained in more detail below.

## INTAKE AND ORIENTATION

Three weeks before the beginning of the programme, we invite all participants for a **one-on-one intake interview** (approx. 1,5 hours). During this interview, we examine the best way to adjust the training to your situation.

After a first analysis of your current leadership approach, we'll make agreements about the organisation of a more detailed **leadership assessment** based on, among other elements, a **360° feedback** survey and a specific **self-assessment**.

## COURSE DAY 1: LEADERSHIP DISCOVERY KICK-OFF

- > What is leadership?
- > What is leadership in your organisation?
- > What does leadership mean to you?
- > Based on your self-assessment, what is your personal growth project?
- > How do you interpret the results of the 360° feedback?

## PRE-WORK & INTEGRATION BETWEEN COURSE DAYS 1 & 2

## **COURSE DAY 2: MUTUAL BENEFITS & LEADERSHIP PERFORMANCE**

### **STRATEGIC LEADERSHIP PERFORMANCE**

- > Focus on the bigger picture: which social evolutions have impact on your work environment? How? What is your work environment, who are your stakeholders, and how do they influence your goals and results?
- > What is expected from you: management and/or leadership? How do you respond (deal with this)?
- > How can you determine the strategic direction of the organisation within this context?

#### **Experience learning:**

The added value of strategic leadership in practice: inspiring practical stories, testimonies and a debate with a CEO and a contractor/entrepreneur

## **PRE-WORK & INTEGRATION BETWEEN COURSE DAYS 2 & 3**

## **COURSE DAY 3: MUTUAL BENEFITS & LEADERSHIP PERFORMANCE**

### **EXECUTION LEADERSHIP PERFORMANCE**

- > Introduction to a number of business fundamentals
- > How do you translate strategy into targets?
- > Performance management: how can you help diverse targets to connect with each other? How do you follow up with/monitor employees?

#### **Experience learning:**

Prioritisation and results-orientation in complex situations: Business game Utopia®

## **PRE-WORK & INTEGRATION BETWEEN COURSE DAYS 3 & 4**

## **COURSE DAY 4: MANAGING TEAMS TO BOOST PERFORMANCE**

### **YOU AS A LEADER**

- > What is Purple Leadership?
- > To what extent are you blue, red or purple as a leader? How is this manifested?
- > What are the benefits of red, blue or purple, respectively?
- > 'My personal leadership story'
- > What talents do you nurture and which competences are a subject for further development?
- > How do you plan your own growth and development? What choices do you make?
- > Giving constructive feedback

#### **Experience learning:**

e.g. Collaboration and team leadership from contact: a practical leadership experience with horses, aimed at individual- and group-oriented leadership as well as reflections on shared leadership

### **PRE-WORK & INTEGRATION BETWEEN COURSE DAYS 4 & 5**

## **COURSE DAY 5: MANAGING TEAMS TO BOOST PERFORMANCE**

### **YOUR TEAM**

- > What are the characteristics of an effective team?
- > How can you construct your team efficiently?
- > How do you match your organisation's mission or assignments to the passions and talents of the people you work with?
- > Reliable/concrete applications on the level of team talent mapping

#### **Case study:**

e.g. Visit a professional cycling team: challenges of team leadership. Can there be only one winner?

### **PRE-WORK & INTEGRATION BETWEEN COURSE DAYS 5 & 6**

## **COURSE DAY 6: MANAGING STAKEHOLDERS TO BOOST PERFORMANCE**

### **YOUR STAKEHOLDERS**

- > Stakeholder management applied to your own environment
- > What are the influencing strategies and how do you handle them?
- > How to network for optimal results?

### **YOUR IMPACT ON STAKEHOLDERS**

- > How can you personally create even more credibility?
- > What are the role expectations as an executive in relation to: presentation, dress code, national and international habits, etc.?
- > How do you make/present a strong story? (Storytelling)

#### **Experience learning:**

Workshop: Strong Leaders, Strong Stories

## **INTEGRATION BETWEEN 6 AND 7 (4 months)**

## **COURSE DAY 7: REUNION DAY**

### **DEBRIEFING OF THE PERSONAL GROWTH TRAJECTORY**

- > Peer coaching techniques transformed into concrete dialogue
- > Consolidation of the learning experiences in the group's 'Leadership Practice charter'
- > Follow-up agreements for networking with all participants
- > Certification of committed participation

> Do you want to actively work on the development of your leadership?

> Contact us



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