



Personal Management  
International

## Personal Dynamic Leadership - how to get there

This programme aims to increase leadership capacity, skills and influence on four levels - **organisational, professional, relational** and **personal**.

### Organisational level

- develop greater awareness of cross-cultural diversity and the impact of global context on your business
- improve the basis for competitive edge and bottom line results
- deal with organisational dynamics and resistance
- discover how to enhance organisational adaptability

### Professional level

- strengthen leadership in change processes
- develop multiple perspectives to inform strategic decision making
- realise business potential through people and relationships
- grow professional knowledge and experience

### Relational level

- build trust, motivation and communication
- discover how to draw the best out of people
- sharpen cooperation skills and influential power
- learn how to manage conflict well
- build team spirit across cultural differences

### Personal level

- creative perspectives and the power of choice
- discover the full potential of your energy, drive and imagination
- combine passion, actions and empathy to make a significant difference
- use stressful episodes as a catalyst for creativity and change.

## Why are we offering this programme?

Everyday leadership makes high demands on you as a person. Managers often describe work as characterised by unexpected events, time pressure, high demands, and insecurity.

Expectations can create conflicting needs and put extra strain on personal, relational and organisational levels.

It takes a lot of awareness and people skills to succeed in building trust, creating openness and cooperation. Such factors as good self-awareness, self-esteem and emotional competence become increasingly important building blocks for every manager.

These personal competencies can be trained and developed, improving your ability for clarity, power, presence, decision-making and building good relationships.

PMI • Personal Management International ApS

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“The door of change can only be opened from within.”

*LTU, Luleå  
Technical  
University,  
Sweden*

“We have chosen to open up the traditional academic structures and that is appreciated by most creative people here”

*LTU, Luleå  
Technical  
University,  
Sweden*

## WAYS OF WORKING

The programme will improve your skills and ability to lead, communicate and create collaboration in situations where you encounter personal, relational, professional and cross-cultural challenges:

- **In-Depth Coaching** will increase your self understanding and leadership capacity
- The PMI experiential learning style offers you ways to explore new leadership behaviours, allowing you to step out of your comfort zone in a safe environment
- You will increase your understanding on how to lead people towards greater productivity, improved results, heightened creativity and motivation
- We will provide you with cutting edge thinking on leadership in the current economic climate.
- You will receive valuable feedback on your own workplace challenges through small group work and peer-to-peer learning.

**Before entering** the programme each participant will have a one-hour meeting, either in person, by phone or Skype, with one of the programme leaders. The purpose of this is to support everyone to prepare for the course in the most optimal way.

- We will discuss the programme and what you as a participant expect and want from your learning.
- We will also talk about how you look at your situation and your leadership, what you see as your strengths and development areas.
- Before the meeting we encourage you to review current leadership feedback such as Dialog /Leadership index or other relevant information that could be meaningful for you as a background for your development.

**The programme requires** active participation, with a personal commitment to learn and develop. An element of trust must be present in order to increase self-awareness and create a deeper understanding in oneself and others.

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"It's a fantastic course, and a fantastic ability to develop one's self"

*Philips Nordic*

"I do not need strategies for avoiding conflict anymore".

*LTU, Luleå  
Technical  
University,  
Sweden*

**In PMI our way of working aims** to establish good contact within the group where a high degree of confidentiality is assured. We strive at creating a climate and situation where each participant can find ways to support their own development. The role of the course leaders throughout the different activities is to facilitate, clarify and support this process.

### **DURATION & DATES**

The program is built around three modules – (all residential)

Part 1; 4,5 days

Part 2: 4,5 days

Part 3: 3,5 days      Dates: **See separate list**

The pre-programme personal meeting and two coaching sessions between modules are included in the fee. Dates for these will be agreed with the participants.

**FEE: See separate list**

**Language:** English

### **FACULTY and PROGRAMME LEADERS**

The programme will be led by two highly skilled consultants who contribute a breadth of knowledge, capabilities and experience to this learning approach.

**John Ewans Porting** has a successful track record in developing executives, management teams and international leadership teams, coaching senior people towards major step change and making implementation happen. He has many years of experience in working with HR as strategic business partners, facilitating managers through conflict resolution and mentoring executives through difficult strategic decisions.

**Sue Congram** is a qualified business psychologist based in the UK, where she has worked extensively developing executives and leaders in large national and international corporations. She has published books and papers on business psychology and is studying 'the complex nature of leadership' through PhD research.

**Kasper Kivilo** is a very experienced leadership coach and organisational consultant. He works in both multi-national companies and in organisations in the Baltic States and in the Nordic countries, running personal dynamic leadership courses and team-building seminars. He is a lecturer at Tallinn University.

**Malle Päeva** is a highly a qualified coach and experienced organisational consultant. She has an MSc in adult education. Malle has been involved with designing and running personal dynamic leadership courses and team-building seminars in multi-national companies and public organisations, in the Baltic States and in the Nordic countries.

**Henrik Ølgaard** is a very experienced business and leadership consultant. He has for many years worked within multinational companies in executive roles. He has deep experience with process management, human resource development and strategic work on top management level in the Philippines, Indonesia, South Africa, Greece, Malaysia, Hungary, Finland and Denmark.

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"It is the direct contact between leader and employee that is "the moment of truth" in the leadership".

*FMV, Swedish*

"The course has changed my perspective to our possibilities to communicate, to co-work and to make decision together".

*LTU, Luleå  
Technical  
University,  
Sweden*

## VENUE

Hegnaarden is situated at the island of Orø – beautifully surrounded by fields, close to the water. Hegnegaarden has its own very special atmosphere – good surroundings for development, presence, being and working together.



Hegnegaardens Udviklingscenter at the Island Orø in Denmark

**Want to find out more?**

**Email us at [pmi@pmi.dk](mailto:pmi@pmi.dk) or call +45 59 47 01 01!**

### Contact and Booking Information

**PMI · Næsbyvej 28, Orø · 4300 Holbæk · Tel [+45] 59 47 01 01**



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[www.pmi.dk](http://www.pmi.dk)

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