

# The Personal Authentic Leadership & Coaching

-  
Create wellbeing and significant results



## Overall Outcome

Enhance your capacity for contact and equality – and thus your ability to meet people where they are.

Increase your insight into human motivations and irrationalities:

- Your own
- Other people's
- Your organization's

And train your ability to cultivate competence, maturity and self-leadership - in your self and in your surroundings.

## Objectives

- To unfold your personality more authentically in life and in leadership without negative consequences
- To implement coaching leadership as a development approach
- To inspire an innovative lift of your organization



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## Why are we offering this program?

Everyday leadership is highly demanding.

Managers often experience unexpected events, time pressure, high demands, and insecurity in work.

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 competences can be trained and developed, improving your clarity, power, presence, decisions and building good relationships.

## Develop personal resources in the leadership

Create a leap in your qualitative resources:

<b>Presence</b>	<b>Sharpness</b>	<b>Creativity</b>	<b>Satisfaction</b>
<b>Intuition</b>	<b>Setting Limits</b>	<b>Innovation</b>	<b>Wellbeing</b>
<b>Contact</b>	<b>Confrontation</b>	<b>Interest</b>	<b>Pleasure</b>
<b>Intimacy</b>	<b>Clarity</b>	<b>Out of the Box</b>	<b>Surplus</b>
<b>Empathy</b>	<b>Determination</b>	<b>Freshness</b>	<b>Here &amp; Now</b>
<b>Dialogue</b>	<b>Vigor</b>	<b>Playfulness</b>	<b>Enthusiasm</b>
<b>Engagement</b>	<b>Decisiveness</b>	<b>Flexibility</b>	<b>Humor</b>

The more you embrace the full palette of your personality the more energy and surplus you access. Furthermore you gain sharper senses, broader perspectives, better awareness, expanded emotional register, wider influential range, stronger passion and significantly increased results.

## Development on all levels

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

### Personal level

- create 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

### 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

### 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

### 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

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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*

## Ways of working

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

- The PMI experiential learning style offers you ways to explore new leadership behaviors, 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.

## Coaching – a Leadership style

Coaching – as we apply it – is not to be perceived as a tool. It is a personality integrated leadership style and life approach, which through will as a driving force creates an extremely effective development of potentials founded in awareness, equality and self responsibility. You get thorough introduction and training in coaching as a dialogical method for engagement, involvement, trust building, responsibility enabling and result making.

Coaching leadership upholds as focus:

- to create healthy conditions for development of full human potential
- to receive sparring to develop own meaning and value
- to give sparring to others to develop own meaning and value

**The program 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.

**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.

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

LTU, Luleå  
Technical  
University,  
Sweden

## Duration

The program is built on three intensive modules – (all residential).

Seminar 1: 4,5 days.

Seminar 2: 4,5 days.

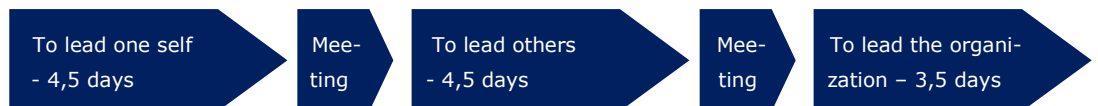
Seminar 3: 3,5 days.

First day: Arrival and lunch 12.00 – 13.00. Program start: 13.00.

Last day: Closure at 14.00

The two one day group coaching sessions between the seminars are included in the fee. Dates will be agreed upon during the first seminar.

**Language:** English



## Fee

The program fee is **49.600 (DKK)**, plus VAT

The venue cost is **15.500 (DKK)**, plus VAT

## Before entering

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

- We will discuss the program 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 Dialogue/Leadership index or other relevant information that could be meaningful for you as a background for your development.

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## Program Leaders

The program is led by 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.

**Søren Ewans Porting** is a very experienced leadership coach and organisational consultant. He works with facilitation, coaching, consulting and training in both multi-national corporations and smaller organisations in the Nordic countries, running leadership programs and team-building seminars. He has many years of experience in co-working with HR as strategic business partners, facilitating managers through conflict resolution and mentoring executives in difficult strategic dilemmas.

**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.



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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 on our possibilities regarding communication co-work and in implementation of decisions".

*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.



*Hegnaarden Development Center at the Island Orø in Denmark*

## Do you want to find out more?

**Email us at:** [pmi@pmi.dk](mailto:pmi@pmi.dk)

**Call us at:** +45 59 47 01 01



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***PMI - Lectures for Life and Leadership***

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