



# PERSONAL AUTHENTIC LEADERSHIP

*Create well-being, development and significant results*

## WHAT CAN YOU ACCOMPLISH WITH PERSONAL LEADERSHIP?

Every day, great demands are placed on you, both as a leader and as a person. Leaders often describe a reality filled with unexpected events, time pressure, firefighting, high expectations and a great degree of uncertainty. Dealing with this reality, filled with conflicting needs and desires, places increased pressure on you and your ability to respond on all levels – personally, relationally, professionally and organizationally.

It requires attention and compassion to build confidence, openness and cooperation in a changing world. Qualities such as good self-awareness, high self-esteem and well-developed empathy are increasingly important for every leader and employee. These personal competences can be developed and trained, so you increase your ability to see the big picture, to have clarity, clout, presence and authority, and so you can use these abilities to build good relations.

## COURSE OBJECTIVES

- **Authentic personality** – to use your personality more authentically in your leadership and life.
- **Innovation** – to inspire your organization to take innovation to the next level.
- **Coaching** – to create development through coaching-based leadership.

## YOU WILL ACHIEVE

- Heightened senses.
- Increased perspective.
- Improved situational awareness.
- Broader emotional range.
- Increased influence.
- Stronger passion and greater self-expression.
- Significant increase in results.

# DEVELOPMENT ON ALL LEVELS

*This training increases your skills and abilities to lead, communicate and build cooperation in situations where you encounter personal, relational, professional, organizational or cultural challenges.*

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## THE PERSONAL LEVEL

- Broaden your perspective and thus, your options.
- Discover the full potential of your energy, drive and creativity.
- Learn to combine passion, empathy and decisiveness. And by doing so, create results on an entirely new level.
- See crises as an opportunity for innovation and change.

## THE PROFESSIONAL LEVEL

- Strengthen your leadership in leading change processes.
- Learn to work with multiple perspectives related to strategic decisions.
- See and realize business potential through people and relations.
- Increase your professional knowledge and experience.

## THE RELATIONAL LEVEL

- Establish trust and motivation through communication.
- Discover how you can bring out the best in others.
- Sharpen your ability to cooperate with and influence others.
- Learn how to resolve conflicts in a constructive manner.
- Get methods for fostering teamwork across different cultures.

## THE ORGANIZATIONAL LEVEL

- Heighten your awareness of how increasing cultural differences impact your company.
- Improve your organization's ability to innovate and be agile in a dynamic marketplace.
- Learn how to manage organizational dynamics, including change resistance.
- Use change management to strengthen your organization's ability to change.



## HOW WE WORK

Our approach and methodology have been developed during the recent 40 years and have their roots in developmental psychology. We focus on the individual and relational interactions. This course will improve your ability to communicate and create cooperation through:

- In-depth Coaching which increases your self-understanding and leadership capacity.
- Experiential learning which invites you to step out of your comfort zone, and to discover and develop an innovative leadership behavior.
- Thorough feedback in smaller groups and one-to-one situations with other course participants.
- Assignments to be completed between the different modules and focus areas.
- High ethical principles built on respect for individual boundaries, values and desires.

## COACHING AS A LEADERSHIP STYLE

At PMI, coaching is more than a tool. We use coaching as a personal leadership style and life philosophy which, when combined with will power, can create an exceedingly effective potential for development.

This course will give you a thorough introduction to and training in coaching as a method for dialog-based development which creates results through trust, engagement and responsibility.

Coaching-based leadership focuses on:

- Creating a healthy environment for unfolding people's full potential
- Being able to give and receive meaningful, value-creating sparring

## COURSE PREREQUISITES

To get the most out of this course, it requires an active participation, with a personal commitment to learn and develop. A certain amount of trust is also necessary to be able to work with increased self-knowledge and to gain a deeper understanding of yourself and others. We also emphasize thorough feedback and application of course learning in between each seminar.

## OPEN ATMOSPHERE

The instructors' role is to facilitate and support the development process, so that course participants can work in an environment characterized by trust and confidentiality. In this way, we create an atmosphere where each participant can get the support, they need to develop themselves.

## DURATION

The training is divided into three modules:

**Module 1:** 4 ½ days

**Module 2:** 4 ½ days

**Module 3:** 4 ½ days

**First day:** Arrival and lunch 12:00 pm – 1:00 pm

**Course start:** 1:00 pm.

**Final day:** Conclusion including lunch – 2:00 pm.

*The price includes an initial meeting with the training instructors, plus two follow-up days which are placed between the training modules. The dates for these meetings are scheduled on an individual basis.*

## PRICE

**Training fee:** 54.600, ex. VAT

**Accommodation:** 20.400, ex. VAT

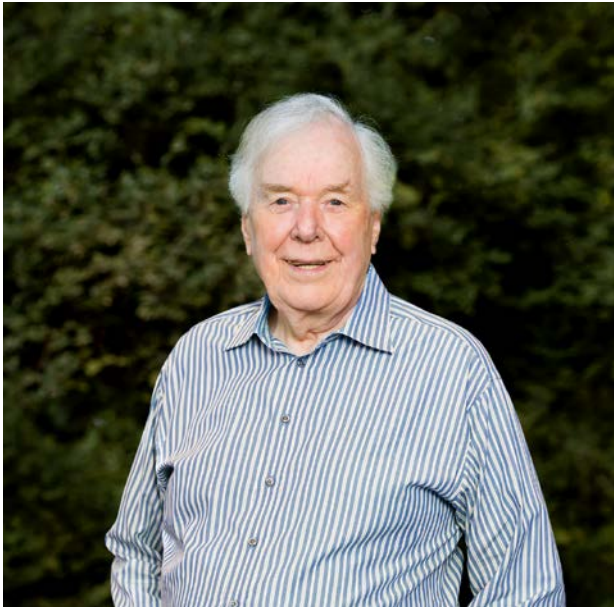
## PRIOR TO STARTING THE TRAINING

Prior to starting the training, each participant will meet with the training leaders, either in person, over the phone or via Skype. This meeting is to ensure each participant is properly prepared for the training. We will discuss the training program, your expectations and goals, so we make sure that these are met to the greatest extent possible. You will also get the chance to reflect on your own work situation, your current leadership skills and your development areas. To get the best starting point, it is a good idea to re-read any material you have about your own leadership style before the course begins. For example, you could revisit your manager and employee performance reviews, 360-degree feedback or other relevant performance appraisal material.

# CONSULTANTS

*PMI's consultants are trained to work with personal development on all levels, from success optimization to crisis management. The course is conducted by a team of highly-qualified consultants who are professionals and have significant experience in learning and development.*

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## **JOHN EWANS PORTING**

John Ewans Porting has through 3 decades developed national and international management teams in public organizations and in multinational corporations. John has been facilitating leaders and management teams through conflict resolution, supervised CEO's and management teams through difficult processes to strategic decisions and implementation.



## **KIA KARREBÆK**

Kia Karrebæk is a senior coach with years of experience from the financial sector. Kia has her education from the IT university, and an education as organizational consultant with a psychotherapeutic background. Kia has a lot of experience as a leader, both as IT project manager, leader of operations, and 5 years as HR Manager. Kia also works with outplacement and as psychotherapist with both individuals and groups.



## **JESPER BOBJERG**

Jesper has extensive experience in working with leaders and organizations, both as a leader, consultant and coach, including 20 years experience as CFO and international leader in the media business. Jesper has been working with a strong focus on leadership, strategy, change management, and creating growth and results. Jesper holds a degree in financial management, and an education as coach, psychotherapist and organizational consultant.



## **SUE CONGRAM**

Sue is a experienced process consultant, leadership learning facilitator and in-depth coach, and has worked in this field for over 30 years. Sue completed her PhD in Leadership in 2013, her research has inspired both the Leaderful Women Project and establishing the core concepts of the EB Centre. Sue has worked with leaders at the most senior level in Finance & Banking, Energy, IT, Logistics, Communications, Pharmaceuticals and Central Government.

# CONSULTANTS

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## **JETTE MAJA PORTING**

Jette is an experienced coach and psychotherapist. Jette has been working with both companies, organizations and individuals. Jette is an educated psychotherapist with own praxis, and is also a leader on the Scandinavian education for psychotherapists and organization consultants, GIS.



## **FRANESCO CAPPELLI**

Francesco Cappelli has a solid experience in working with leaders and organization achieved by working for 15 years as a Global HR Business Partner and Change manager in multinational organizations. His HR practice was shaped by working in the printing, IT, banking, financial services and energy industries. He has a bachelor degree in Business Economics, Msc. in Organizational Change management, and is educated as professional counsellor and psychotherapeutic organizational consultant.



## **GITTE BRINKMANN**

Gitte has for many years worked as a consultant with management of large IT and organizational change projects, both nationally and internationally primarily in the financial sector. Gitte holds a degree in organization and strategy, and is an educated psychotherapist and organizational consultant. Gitte has her own psychotherapeutic praxis.



## **MALLE PÄEVA**

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 multinational companies and public organisations, in the Baltic States and in the Nordic countries.

# TRAINING LOCATION

*Hegnegaarden is a farm located on the island of Orø, close to the water and beautifully situated amongst fields and forest. The farm has its own special charm and is an inspiring place to work with people and development.*

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## DEVELOPING PEOPLE IS OUR SPECIALTY

Since 1979, PMI has specialized in developing people as the key to results and success in organizations. We have a wide range of customers throughout the Nordics and the Baltics, and we only use internationally recognized training methods.

At PMI, we create dynamic workplaces through personal leadership in private and public companies. By taking this approach, we help an organization's focus on the bottom line, innovation and development to go hand-in-hand with passion, work satisfaction and creativity.

We develop and conduct competency and development training and seminars which accommodate both leaders and employees' wants and needs. We do this using a strong team of highly qualified consultants and organizational specialists. They are experts in designing a development plan tailored to the exact person and organization involved. Working together, they succeed in achieving lifelong development and lasting results.



## WANT TO KNOW MORE:

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