



PERSONAL AUTHENTIC LEADERSHIP

Create well-being, development and significant results

WHAT CAN YOU ACCOMPLISH WITH PERSONAL AUTHENTIC LEADERSHIP TRAINING?

Every day, leaders face significant demands and expectations, both professionally and personally. Many describe their reality as one filled with unexpected challenges, time pressures, constant problem-solving, high expectations, and a significant level of uncertainty. Navigating this environment, with its conflicting needs and desires, places immense pressure on both leaders and their teams. These dynamic challenges your ability to respond effectively on all levels – personally, relationally, professionally, and organizationally.

Meeting these challenges requires a focus on building trust, openness, and collaboration in an ever-changing world. Developing qualities such as self-awareness, self-esteem, and empathy is becoming increasingly critical for both leaders and employees. These personal competencies can be cultivated and refined to enhance your ability to see the bigger picture, maintain clarity and authority, and foster meaningful relationships.

COURSE OBJECTIVES

- **Authentic Personality** – Learn to harness and express your personality more authentically in both leadership and life.
- **Innovation** – Inspire your organization to elevate innovation to new heights.
- **Authentic Coaching** – Foster growth and development through a leadership style grounded in Authentic Coaching.

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 of all Levels

This training program enhances your skills and abilities in leadership, communication, and collaboration to tackle personal, relational, professional, organizational, and cultural challenges effectively.

The Personal Level

- **Expand Your Perspective:** Broaden your outlook to uncover new opportunities and possibilities.
- **Unlock Your Potential:** Harness your energy, drive, and creativity to their fullest.
- **Integrate Key Qualities:** Combine passion, empathy, and decisiveness to achieve transformative results.
- **Transform Crises into Opportunities:** Approach crises as catalysts for innovation and positive change.

The Relational Level

- **Build Trust and Motivation:** Use effective communication to establish trust and inspire others.
- **Empower Others:** Learn techniques to bring out the best in people around you.
- **Foster Collaboration:** Sharpen your ability to work cooperatively and influence others positively.
- **Resolve Conflicts:** Develop constructive methods for conflict resolution.
- **Promote Cross-Cultural Teamwork:** Gain tools to enhance collaboration across diverse cultures.

The Professional Level

- **Enhance Leadership:** Strengthen your ability to lead complex change processes.
- **Navigate Strategic Decisions:** Effectively manage multiple perspectives to inform strategic choices.
- **Leverage People and Relationships:** Recognize and realize business potential through human connections.
- **Advance Your Expertise:** Expand your professional knowledge and practical experience

The Organizational Level

- **Understand Cultural Dynamics:** Increase awareness of how cultural differences impact your organization.
- **Boost Innovation and Agility:** Strengthen your organization's ability to adapt and innovate in a dynamic market.
- **Manage Organizational Change:** Learn strategies to handle resistance and navigate organizational dynamics effectively.
- **Drive Change:** Use change management to enhance your organization's adaptability and growth potential



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, and empathy, 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, creative, valuable, sparring, and feedback.

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: 4½ days

Module 2: 4½ days

Module 3: 4½ 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.

PRICE

Training fee: 56.550 DKK, ex. VAT

Accommodation: 22.950 DKK, ex. VAT

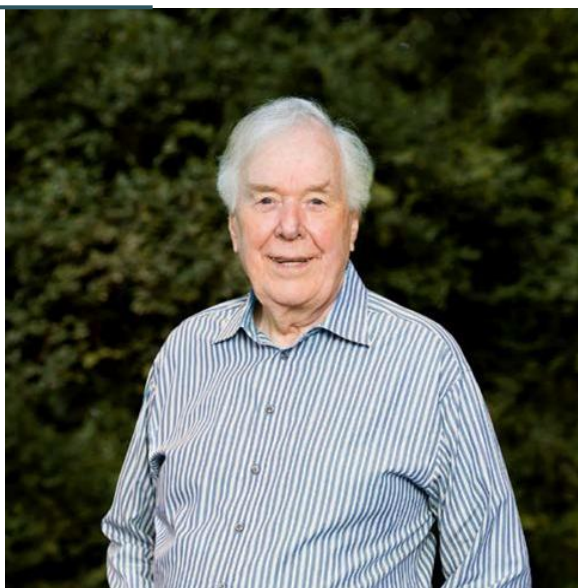
The price includes an initial meeting with the training instructors, plus two follow-up days which are placed between the training modules. The dates for these meetings are scheduled on an individual basis

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 Zoom. 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.



JOHN EWANS PORTING

John Ewans Porting has developed through more than three decades National and International management teams in public organizations and in multinational corporations. John has been facilitating leaders and management teams through conflict resolution, supervising CEO's and management teams through difficult processes to strategic decisions and implementation.

John is CEO of PMI, Personal Management Institute and of GIS-International, the Gestalt Institute of Scandinavia.



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, organizational consultant, and coach.

Gitte is in the faculty of GIS-International, the Gestalt Institute of Scandinavia. Gitte has her own psychotherapeutic praxis.



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, organizational consultant and coach.

Jette is in the faculty of the GIS-Gestalt Institute in Scandinavia, the training program for psychotherapists and organizational consultants.

Jette has own practice as a psychotherapist, organizational consultant and coach.



BIRGER ERICHSEN

Birger has more than 25 years of experience in management, primarily from the IT industry, where he has led both national teams and projects and international teams of IT experts and IT operations people. Birger holds a Cand.merc.dat from CBS with a Graduate Diploma in Organization and Management. In addition, Birger is certified in program and project management. Birger is a trained gestalt psychotherapist, organizational consultant and coach. Birger has his own practice as a psychotherapist and management consultant.

TRAINING LOCATION

Hegnegården 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.



DEVELOPING PEOPLE IS OUR SPECIALTY

Since 1979, PMI has been dedicated to developing people as the cornerstone of achieving results and success in organizations and companies. Our extensive client base spans the Nordic and the Baltic countries, and we exclusively employ internationally recognized training methods to ensure excellence.

At PMI, we foster dynamic workplaces by promoting personal authentic leadership within private and public organizations. This approach ensures that an organization's focus on the bottom line, innovation, and development aligns seamlessly with fostering passion, job satisfaction, and creativity.

We specialize in creating and delivering competency-building programs, training, and seminars tailored to meet the specific needs and aspirations of both leaders and employees. Our team of highly qualified consultants and organizational specialists excel in designing personalized development plans that address the unique requirements of each individual and organization. By working collaboratively, we achieve lasting results and foster lifelong development.

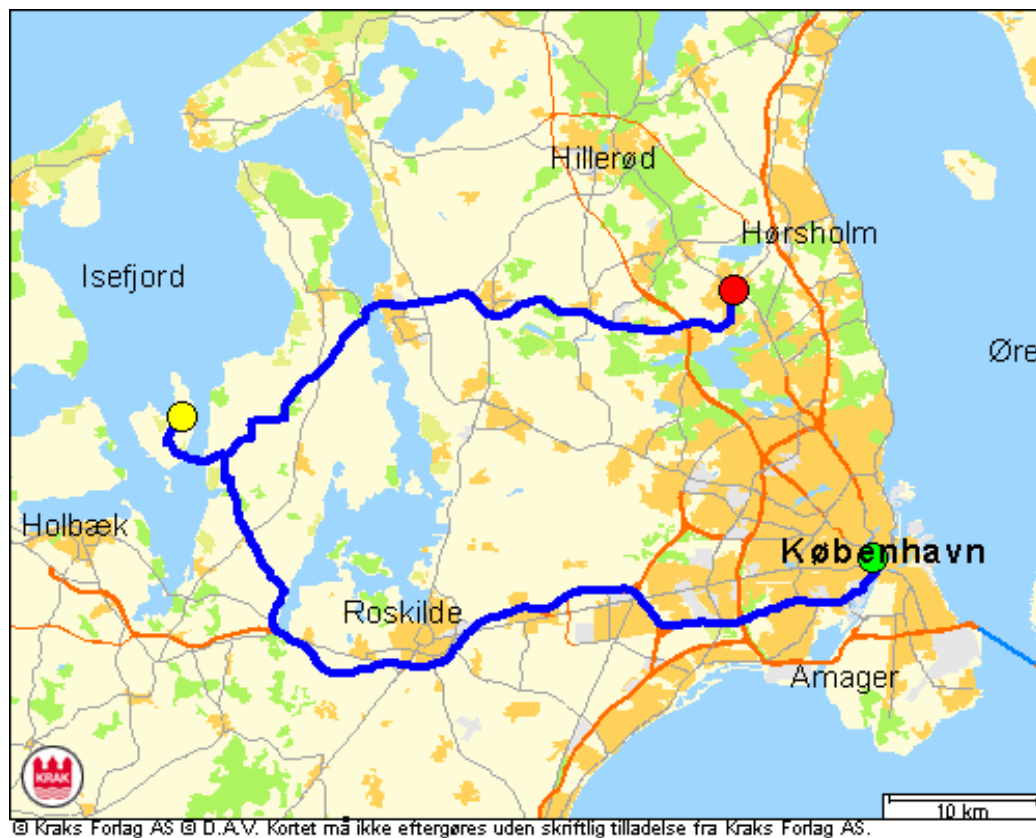


WANT TO KNOW MORE:

pmi@pmi.dk or +45 59 47 01 01

TRAVEL DIRECTIONS

Welcome to Orø! – Hegnegården, Næsbyvej 28,
4305 Orø.



Travel directions from North of Zealand:

- Go to Frederikssund, cross the bridge, turn left, go via Lyngerup to Dalby.
- In Dalby turn right along Solbakkevej, go through Dalby and turn right along Kyndbyvej.
- Follow the signs towards Orø.
- There is a ferry connection from Hammer Bakker to Orø (Østre Færge/Orø ferry).
- On Orø you go app. 1.8 km, and then you turn right on Næsbyvej.
- Go app. 2 km. Then you find Hegnegården on your right.

Travel directions from Copenhagen:

- From Copenhagen you go via the motorway 21/23 towards Holbæk.
- Leave the motorway at exit 15 towards Frederikssund.
- Go along the 1st way out in the roundabout, after app. 2,2 km turn left along Karlebyvej – follow the signs towards Kirke Hyllinge.
- Go through Kirke Hyllinge then follow the signs towards Hammer Bakker/Orø ferry.
- There is a ferry connection from Hammer Bakker to Orø (Østre Færge/Orø ferry).
- On Orø you go app. 1.8 km, then you turn right Næsbyvej.
- Go app. 2 km. Then you find Hegnegården on your right.

GPS direction coming from north of Zealand and coming from Copenhagen.

GPS guidance: Street: Hammer Bakke 21, Town: 4050 Skibby. Arriving at No 21, drive further to the ferry.

Østre Færge (Eastern ferry) operates at fixed 20-minutes schedule every day between 6 am and 7 pm.

From Hammer Bakker: 00 – 20 – 40

From Orø: 10 – 30 – 50

From 6:50 pm – 12 pm, every 30 min.

From 7 pm – 12 pm, every 30 min.

From Hammer Bakker: 00 – 30

From Orø: 15 – 45

Credit cards or cash are accepted.

Orø-færgen (Orø ferry) from Holbæk Harbor – near the train station – there is a ferry connection. The duration time is appr. 30 minutes. www.holbaek.dk/faerge. Please look at website/ time schedule. You can use credit cards.

On the website www.krak.dk you can find more detailed road directions.

Please look at www.dsb.dk for train schedule to Holbæk.

If you need transportation from the ferry to Hegnegården, please contact the leader of the course.