

Inspirational Management

Intensive Training and Personal Coaching
4 days

The challenge for every manager is to stay firmly well-connected with one's own basic motives, and from there to inspire people to commit to long-term cooperation.

Organisational objectives can be achieved through such connection. A manager's influence aims to inspire connection. This works with people both in and outside an organisation.

The "hands-on" work of the management leadership, its administration and cooperation between an organisation's divisions are skills that are and must be learned and mastered. The person of the manager is the most important tool. This is a condition that a manager must understand for himself.

Leaders must understand the basic dynamics of their fundamental motives. Only when they understand that they can choose how they want to focus, and to connect with the responsibilities expected of them by an organisation. This understanding becomes effective as the experience becomes part of themselves. Leaders with such experience dare to take the responsibility, because they also take responsibility for who they are as a person. Just as it is necessary to work with skills, from this point it is also necessary to work with the internal cockpit. Thoughts and values must be a single business concept.

Masterclass Inspirational Managing

This four-day training, specifically for executives and management functions, focuses on the following objectives:

- To strengthen the person of the manager,
- To increase the effectiveness of daily management,
- To develop the management team
- To make choices from your core

Masterclass Programme

The sequence of activities:

Personal Intake

Module 1

Module 2

Quick Scan

Module 3

Leadership behaviour framework

Module 4

More on the programme:

Intake:

By means of the Self-Constructon method, you construct a picture of yourself in a personal interview (intake). You indicate your goals for the following six months, a year, or a few years, how you would like to achieve them, and how this training will contribute.

Module one:

Strengthen the person of the manager.

In the first module you will present your current status in the form of a self-concept. You indicate what you perceive to be your strengths and vulnerabilities. You realise that changes are desirable, but you also wonder whether they are possible. After a thorough joint investigation of the advantages and disadvantages of change, you determine the direction and the corresponding limits.

Your own self-image is enhanced with a number of exercises. Through these exercises you will gain better insight into challenges, and learn to understand better any possible disappointments.

Module two:

The daily work of the manager.

Direction from an individual to a group.

As a manager you bear the responsibility of delegation. The Hersey and Blanchard model is therefore ideally suited, and will assist you with delegating tasks so that an employee can learn to work more independently. Following on from this, the Adair model will teach you how to direct groups. To do this effectively, it is important that you know your own style of group behaviour. After all, your expectations for the future will determine your current level of performance. This means new responsibilities and skills. You will get down to work on this in the second module.

The willingness to collaborate within the Organisation.

In preparation for the next module, participants complete the *QuickScan* for the willingness to collaborate.

Module three:

Bringing an organisation further.

There is attention to the applications between days two and three. You ask yourself the following questions:

- What was successful
- What felt like a difficult task
- Where do your strengths lie so you can take on the challenges
- What are your weakness
- How do you protect yourself

Ensuring that you yourself are inspired, and can also inspire others, are two different things. In the third module, you will work on skills to connect with the shared goals of others. You will learn to use the 'Team Effectiveness Model' and the seven skills for an inspired leader by Jouze and Posner. You will make the connections between the leader / manager and the organisation through the nine conditions for cooperation

Structured feedback on group behavior.

Between this and the next module, you will give written feedback to the other participants in the Leadership behaviour framework.

Module Four

The big leap

In this module you will give and receive feedback from other participants. You will reflect and ask yourself and each other the following questions:

- What do you stand for now
- How is your cockpit filled now
- Do you have enough internal and external energy sources to connect
- What will be your biggest challenge and do you see how to overcome it
- What do you see as your main obstacle (s)
- How do you look at the bigger picture
- How will you tel 'it' to your environment

Literature and models:

- Hubert Hermans, Personality and Measurement; 2004
- Hubert Hermans, Handbook of the Dialogical Self theory; 2012
- Hersey and Blanchard Situational Leadership; 2007
- John Adair, Action Centred Leadership; 1997
- McShane and VonGinow team effectiveness model

- Ton Voogt, COWORKING; 2013
- Jouze & Posner, In Forbs: 06-2012.
- Erica Gasseling: Eye model; 2012.
- Erica Gasseling: 'Crisis in your head' (in production)

Trainers:

Erica Gasseling. Working for twenty years as a coach / trainer and assessor for professionals in the (non)-profit and government. www.gac-coaching.nl

Ton Voogt. Psychologist with thirty years experience as a director, organisation developer and trainer. www.TonVoogtConsultancy.com

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Date: fall 2013.

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