



TREND

— EVOLUTION JOURNEY —

EVOLUTION JOURNEY

APPLIED LEADERSHIP

practical development
program for leaders



EXERCISING WHAT COMPETENCES?



**STRATEGIC
THINKING**



**DRIVING
CHANGE**



**CONSTRUCTIVE
INFLUENCING**



**SELF
LEADERSHIP**

WHAT'S ALL ABOUT?- IT'S ABOUT EXERCISING LEADERSHIP

EXERCISING- BENEFITS

Get the YES for strategic change proposals

Generate engagement for transforming a vision into reality

Unleash leadership potential

Acquire best practices for building constructive cultures

Boost performance on top management positions

TREND





EXERCISING STRATEGIC THINKING

- Considering the impact of the decisions on the long-term results;
- Maintaining the big picture - correlating information in order to present situations on a large scale;
- Developing decision criteria considering relevant factors (e.g., costs, benefits, risks, timing, buy-in, and organizational goals and values) and the decision's impact on different stakeholders;
- Identifying opportunities and anticipating risks associated with various situations /options;
- Taking decisions in ambiguous situations;
- Defining long-term strategic goals and long-range objectives;
- Developing systematic action plans based on the strategic goals.



EXERCISING DRIVING CHANGE

- Building a burning platform that triggers the need for change;
- Revealing the diagonal of change in order to sell the change;
- Clarifying details when implementing change, describing the impact on individuals, showing understanding and seriously treating concerns;
- Taking into consideration the interests and needs of others when setting the course of action;
- Proposing ways of improving performance/results;
- Involving others in implementing change;
- Appreciating and taking into consideration creative ideas; building solutions by integrating ideas proposed by others.



EXERCISING CONSTRUCTIVE INFLUENCING

- Describing a future in specific terms, a desirable situation and translating it in terms of objectives, actions and implications;
- Organizing the communication – purpose clarification, stressing key points, following a logical sequence;
- Maintaining audience attention through various techniques;
- Framing message in line with audience experience, background, and expectations;
- Ensuring understanding - active listening, seeking input, checking understanding.



EXERCISING SELF LEADERSHIP

- Acknowledging, understanding and being conscious of one's own moods, emotions, drives, and how they all affect others;
- Observing when a situation, thought, or person triggers you;
- Providing a realistic self-assessment of own strong points and areas of development, of current emotional state and the drivers behind personal behavior;
- Controlling or redirecting disruptive impulses and moods;
- Standing up for oneself without going to aggressivity or passivity;
- Placing authority within oneself instead of putting it in on another person or institution;
- Having compassion for oneself, learning about oneself with understanding, kindness, and self-acceptance.

EXERCISING HOW?

Bits of learning

Learning in small groups

1 to 1 meetings

Regular meetings

Business presentations

Working with a personal coach

Business simulations

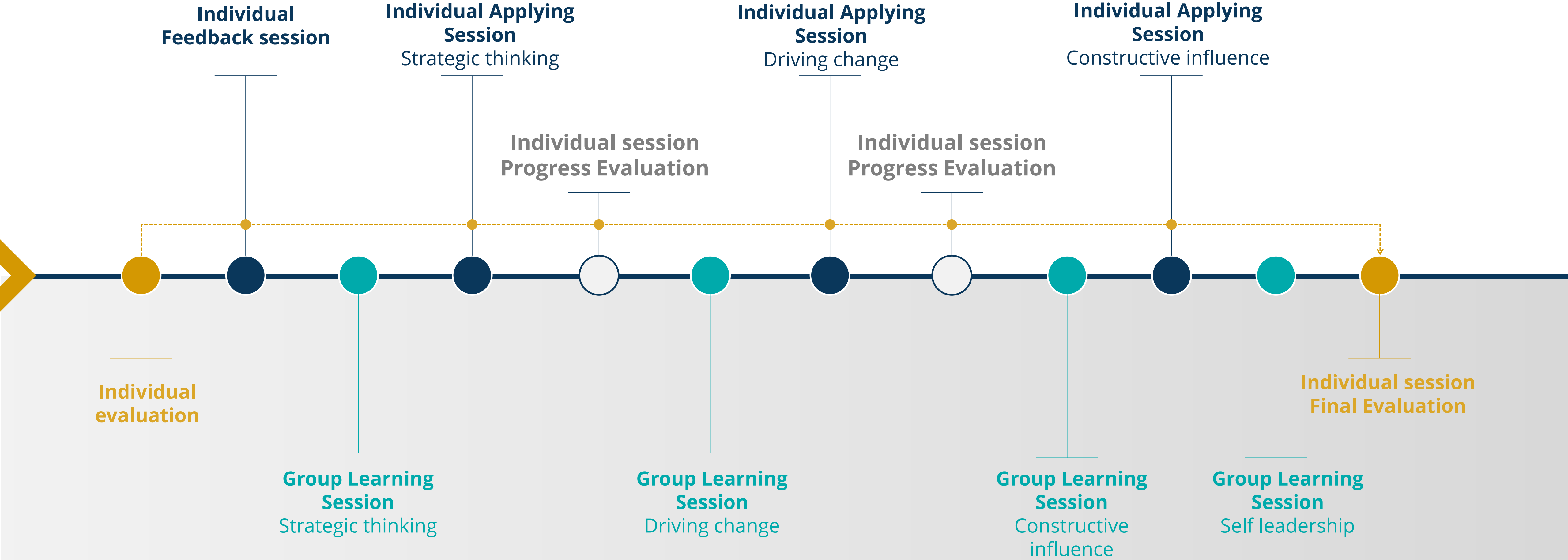
Customized modules for each individual

Applying and getting feedback with perseverance

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PARTICIPANT JOURNEY



Self leadership is practiced all throughout the program, especially during the *Individual sessions*



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THANK YOU

Let's do it!