

EXECUTIVE LEADERSHIP PROGRAM

EXECUTIVES,
DIRECTORS & VPS



“What got you here won’t get you there”. This proverb highlights the importance of acquiring and updating your skills all through your career.

You probably know it’s time to lift yourself to the next level, yet fitting leadership training into an executive calendar can seem impossible. The solution is something that is tailored to you and your challenges.

Our **Executive Leadership Program** consists of five modules of 2 intensive hours each and is always tailored to you and your organization. The focus is not on extensive management theories. You have the knowledge you need – you just need to re-organize it and re-activate it. We believe in teaching simple techniques to be applied in practice on the job immediately.

With minor adjustments you will get an impressive effect and see the results in your team immediately. The program includes a hotline to spar on specific situations as they occur. By using your specific challenges as cases, the new learning is anchored better with a more lasting effect.

Fire & Shield is a powerful and simple tool for leading organisations efficiently and increasing performance by bringing out the best in each person. This methodology combines contemporary management theory with extensive practical experience and is easy to implement.

Johnny Sørensen has 25 years of leadership experience; 15 as CEO of small and midsize companies in Denmark, Holland, and Italy.

Elize Langeland Dimare has a Ph.D. in organizational behavior and corporate management as well as 20 years of leadership experience.

“ Impressive results in very short time through minor adjustments of my leadership style. The most effective leadership development program, I have participated in through my career ”

*Tim Walther Bay
Director, Novo Nordisk
Biopharmaceuticals*



FIRE&SHIELD
LEADERSHIP FOR GUIDING PEOPLE

EXECUTIVE LEADERSHIP PROGRAM

SUGGESTED PROGRAM

Subject to adjustments together with you.

MODULE 1: LEADERSHIP PRACTICE & CHANGE

My best version as a leader, and the reality I face

- Setting the frame: Company Values, using power and the extended responsibility.
- Essence of Leadership: Bad & good leadership, the difference it makes and the impact it has.
- Fundamentals of Fire & Shield. The link to better performance through challenge and protection.
- My personal Leadership style.
- Mapping organization and team.
- Key challenges with my current team and tips to address the biggest issues right away.

MODULE 2: FIRE & FIRE TOOLS. FEEDBACK FOCUS

How to ignite and activate my team to drive for results?

- Stop. Start. Do Differently. Setting a frame for feedback and feedforward.
- Selected tools from FIRE Toolbox
- Feedback and the importance of doing it right. To be honest. To dare.
- Understanding communication and why we misinterpret each other
- Feedback techniques & exercises
- Team evaluation & feedforward forward to building a best performing team.
- The updated best version of me as a leader.
- Trust. Credibility. The strength of vulnerability and imperfectness. Transparency.

MODULE 3: SHIELD & SHIELD TOOLS. PRIORITIZATION FOCUS

How to prevent stress in my team and keep motivation high?

- Prioritization and it's importance.
- Selected tools from SHIELD Toolbox.
- Clear messages. Honest communication. Transparency.
- Expectations & Goals. True FIRE vs "false sense of urgency".
- The prioritization matrix and applying this. Not-to-do-list and Parking Lot.

MODULE 4: SPECIAL SUBJECT – E.G. LEADING AND CREATING A BEST PERFORMING TEAM

Observation from management team meeting can be included.

- Prioritization, Feedback, Authenticity
- Leading all the same » leading all individually.
- Getting the best out of everyone. Playing the whole hand as one.
- Leading Millennials, specialists & from a distance. • Leadership challenges in my current situation

MODULE 5: THE BEST VERSION OF ME AS A LEADER. AUTHENTICITY

- Strengths and challenges in the team. The way
- Get the team involved. Pushing decisions down in the organisation to those who have the information.

Price includes: 44.500 excl. VAT

5 modules 1:1 training

Observations and evaluation on management team

Preparatory meeting

All course materials incl. "Fire & Shield" book

Advisory hotline

Registration & information on

2971 0905 or click for direct

registration info@fireandshield.com

To be invoiced at time of order.



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www.fireandshield.com