

## **Leadership Program for New Leaders**

**Take the shortcut to a whole arsenal of concrete leadership tools that you can apply immediately.**

You will discover how much you're capable of achieving. You will rise beyond your past achievements. You will discover that you can push the limits further when you know the rules of the game. You will gain the confidence to do the right thing, and you will feel the drive that good leadership can ignite – not just within yourself, but within your entire team.

Together, we can establish this foundation with you, and from there, the possibilities are endless. With our program, we will prepare you to navigate the responsibilities, metrics, and expectations from both managers and team members. We will assist you in avoiding common beginner mistakes and ensure you have a solid start to your career as a leader.

### **The program helps you discover how to:**

- Embrace authenticity in your leadership role
- Prioritize tasks effectively
- Communicate seamlessly across all levels of the organization
- Navigate challenging conversations with finesse
- Grasp essential leadership concepts

### **For New and Aspiring Leaders**

Our leadership program is designed for those embarking on their first leadership role or aspiring to build a successful career in leadership.

We personalize the course to align with the practical needs of your company.

### **A Program Customized for Your Company**

Say goodbye to heavy leadership theories, theoretical cases, and hypothetical examples that seem disconnected from your reality.

Our program is centred around you and your unique challenges.

We provide you with tasks from module to module, so you gain practical experience and learn along the way. All the exercises are relevant for you and your specific situation.

The program unfolds at a pace that allows you to absorb the learning and apply it:

- If your schedule is tight, we will extend the program over five months
- If you are in a hurry to learn, the program takes three months

Most importantly, you get to put your newfound knowledge into practice, allowing us to reflect on the experience together – and refine it for even better results next time.

### **Your investment:**

**Price:** Our program is available for individual leaders and as an internal program with 5-10 leaders.

**Group Program:** 130,000 DKK + VAT for 5 modules (excluding individual sessions) the first team. 100.000 DKK + VAT for the following teams with the same program.

**Individual Program:** 29,500 DKK + VAT for 5 modules, 31,500 DKK for 6 modules.

**Location:** We offer training at your preferred location, whether at your premises, ours, online, or a combination.

### **What a Program Could Look Like:**

#### **Module 1: Leadership – The best version of me as a leader**

- Essence of Leadership: Poor vs Great leadership, the difference it makes and the impact we have
- Fundamentals of Fire & Shield. How we perform better when we are both challenged and protected
- Setting the frame: Company Values, conditions for leading in my company
- Key challenges in my current situation

#### **Module 2: Leadership Practice – Leading real people through real challenges**

- Prioritization, feedback, authenticity
- Basic communication understanding and why we misinterpret each other
- Your personal leadership style in relation to Fire & Shield
- Mapping your team in relation to Fire & Shield

#### **Module 3: Shield & Shield Tools – Prioritization Focus: Prevent stress and keep motivation high**

- Prioritization matrix. Prioritization exercise
- The 7 tools in the SHIELD Toolbox
- Clear messages. Honest communication. Transparency

- Expectations. Not-to-do-lists

**Module 4: Fire & Fire Tools – Feedback Focus: Ignite and activate the drive for results**

- Feedback and feedforward techniques and exercises
- Selected tools from the FIRE Toolbox
- Stop-start-do differently: Preparing your feedback
- The courage in honesty and how to apply it best
- Evaluating your team

**Module 5: The Star You Were Meant to Be – Authenticity focus: Being true in your role**

- Putting it all together. Reading and reacting best to any situation
- Leading yourself with care, knowing your strong and weak points
- Authentic Leadership. What, why & how?
- Delegation and getting your team involved. Reaching out
- Trust, credibility and building lasting loyalty

**Module 6: The content is determined as we progress**

- It can be anything from agile working methods, leading upwards and stress-preventing management to management communication, stakeholder management and personality types. We'll know when we get started.

**Working with us you are always guaranteed:**

**A program customized 100% to your role and organization**

**Our personal templates from 25 years of leadership experience**

**A well-tested shortcut to succeeding in the leadership role**

**A dedicated hotline for constant support and guidance**