

The Personal Authentic Leadership & Coaching

Create wellbeing and significant results



Overall Outcome

Enhance your capacity for contact and equality – and thus your ability to meet people where they are.

Increase your insight into human motivations and irrationalities:

- Your own
- Other people's
- Your organization's

And train your ability to cultivate competence, maturity and self-leadership - in your self and in your surroundings.

Objectives

- To unfold your personality more authentically in life and in leadership without negative consequences
- To implement coaching leadership as a development approach
- To inspire an innovative lift of your organization

Develop personal resources in the leadership

Create a leap in your qualitative resources:

Presence	Sharpness	Creativity	Satisfaction
Intuition	Setting Limits	Innovation	Wellbeing
Contact	Confrontation	Interest	Pleasure
Intimacy	Clarity	Out of the Box	Surplus
Empathy	Determination	Freshness	Here & Now
Dialogue	Vigor	Playfulness	Enthusiasm
Engagement	Decisiveness	Flexibility	Humor

The more you embrace the full palette of your personality the more energy and surplus you access. Furthermore you gain sharper senses, broader perspectives, better awareness, expanded emotional register, wider influential range, stronger passion and significantly increased results.

Development on all levels

The program will improve your skills and ability to lead, communicate and create collaboration in situations where you encounter personal, relational, professional and cross-cultural challenges:

Personal level

- create perspectives and the power of choice
- discover the full potential of your energy, drive and imagination
- combine passion, actions and empathy to make a significant difference
- use stressful episodes as a catalyst for creativity and change

Relational level

- build trust, motivation and communication
- discover how to draw the best out of people
- sharpen cooperation skills and influential power
- learn how to manage conflict well
- build team spirit across cultural differences

Professional level

- strengthen leadership in change processes
- develop multiple perspectives to inform strategic decision making
- realise business potential through people and relationships
- grow professional knowledge and experience

Organisational level

- develop greater awareness of cross-cultural diversity and the impact of global context on your business
- improve the basis for competitive edge and bottom line results
- deal with organisational dynamics and resistance
- discover how to enhance organisational adaptability

Why are we offering this program?

Everyday leadership is highly demanding. Managers often experience unexpected events, time pressure, high demands, and insecurity in work.

Expectations can create conflicting needs and put extra strain on personal, relational and organisational levels.



It takes a lot of awareness and people skills to succeed in building trust, creating openness and cooperation.

Such factors as good self-awareness, self-esteem and emotional competence become increasingly important building blocks for every manager.

These personal competences can be trained and developed, improving your clarity, power, presence, decisions and building good relationships.

"It's a fantastic course, and a fantastic ability to develop one's self"

Philips Nordic

"I do not need strategies for avoiding conflict anymore".

LTU, Luleå Technical University, Sweden

Ways of working

The program will improve your skills and ability to lead, communicate and create collaboration in situations where you encounter personal, relational, professional and cross-cultural challenges:

- The PMI experiential learning style offers you ways to explore new leadership behaviors, allowing you to step out of your comfort zone in a safe environment.
- You will increase your understanding on how to lead people towards greater productivity, improved results, heightened creativity and motivation.
- We will provide you with cutting edge thinking on leadership in the current economic climate.
- You will receive valuable feedback on your own workplace challenges through small group work and peer-to-peer learning.

Coaching – a Leadership style

Coaching – as we apply it – is not to be perceived as a tool. It is a personality integrated leadership style and life approach, which through will as a driving force creates an extremely effective development of potentials founded in awareness, equality and self responsibility. You get thorough introduction and training in coaching as a dialogical method for engagement, involvement, trust building, responsibility enabling and result making.

Coaching leadership upholds as focus:

- to create healthy conditions for development of full human potential
- to receive sparring to develop own meaning and value
- to give sparring to others to develop own meaning and value

The program requires active participation, with a personal commitment to learn and develop. An element of trust must be present in order to increase self-awareness and create a deeper understanding in oneself and others.



In PMI our way of working aims to establish good contact within the group where a high degree of confidentiality is assured. We strive at creating a climate and situation where each participant can find ways to support their own development. The role of the course leaders throughout the different activities is to facilitate, clarify and support this process.

“The door of change can only be opened from within.”

LTU, Luleå Technical University, Sweden

Duration

The program is built on three intensive modules – (all residential).

Seminar 1: 4,5 days.

Seminar 2: 4,5 days.

Seminar 3: 3,5 days.

First day: Arrival and lunch 12.00 – 13.00. Program start: 13.00.

Last day: Closure at 14.00

The two one day group coaching sessions between the seminars are included in the fee. Dates will be agreed upon during the first seminar.

Language: English

Fee

Seminar fee: DKK 49.600,- excl. VAT.

Accommodation and meals DKK 15.500,- excl. VAT.

Before entering

Before entering the program each participant will have a one-hour meeting, either in person, by phone or Skype, with one of the program leaders. The purpose of this is to support everyone to prepare for the course in the most optimal way.

- We will discuss the program and what you as a participant expect and want from your learning.
- We will also talk about how you look at your situation and your leadership, what you see as your strengths and development areas.
- Before the meeting we encourage you to review current leadership feedback such as Dialogue/Leadership index or other relevant information that could be meaningful for you as a background for your development.



"I do not need strategies for avoiding conflict anymore".

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Program Leaders

The program is led by highly skilled consultants who contribute a breadth of knowledge, capabilities and experience to this learning approach.

John Ewans Porting has a successful track record in developing executives, management teams and international leadership teams, coaching senior people towards major step change and making implementation happen. He has many years of experience in working with HR as strategic business partners, facilitating managers through conflict resolution and mentoring executives in difficult strategic decisions.



Jette Maja Porting is an experienced gestalt psycho-therapist and coach with a long and wide experience in working with leadership. Jette also trains students in the GIS-International, the Scandinavian education and training for Gestalt psycho-therapists, counsellors and consultants

Kia Karrebæk is a trained psychotherapist with own praxis, coach and an experienced HR manager. With more than 10 years of leadership experience, IT project management, strategic organizational development and outplacement coaching, she has knowledge in various leadership areas and organizational development.



Arne Møller is an experienced organizational consultant, coach and psycho-therapist. He has worked with organizational change for 20 years and has been a manager of social organizations for 7 years. His expertise is personal leadership, work life and stress management, conflict resolution and group dynamics.

Jesper Bobjerg has extensive experience in working with leaders and organizations, both as a leader, consultant and coach. Jesper has been an international leader in the media business for several years, with a focus on leadership, strategy, change management, as well as creating growth and results.



Sue Congram is a qualified business psychologist based in the UK, where she has worked extensively developing executives and leaders in large national and international corporations. She has published books and papers on business psychology and is studying 'the complex nature of leadership' through PhD research.

Malle Päeva is a highly a qualified coach and experienced organisational consultant. She has an MSc in adult education. Malle has been involved with designing and running personal dynamic leadership courses and team-building seminars in multi-national companies and public organisations, in the Baltic States and in the Nordic countries.



Venue

Hegnaarden is situated at the island of Orø – beautifully surrounded by fields, close to the water. Hegnegaarden has its own very special atmosphere – good surroundings for development, presence, being and working together.



Do you want to find out more?

Email us at: pmi@pmi.dk

Call us at: +45 59 47 01 01

"It is the direct contact between leader and employee that is "the moment of truth" in the leadership".

FMV, Sweden

PMI - Lectures for Life



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