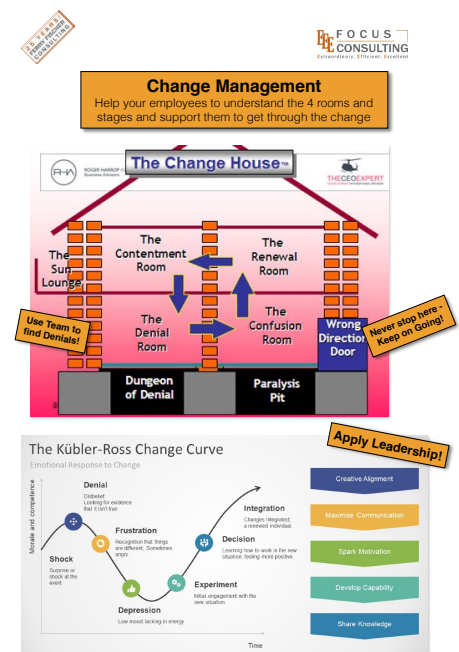


## LEADERSHIP TO GO **DISTANCE** (in English)

Work on one leadership topic every 5 weeks via interactive video conference and then put what you have learned into practice with ongoing support. Repeat that 9 times with all important leadership topics. This method guarantees a maximum of effectiveness and personal development. How well are your managers trained and how well can they apply their knowledge in their everyday management work? The answer is sobering in most companies. The result is demotivation and overwork for both managers and employees. Just as we assume that craftsmen know how to use their tools, it should be self-evident that managers should also know the main management tools and be capable of using them.

### THE METHODOLOGY

- 1) Shared online live training with group work for self-reflection every 5 weeks for 3 hours.
- 2) Peer groups in order to jointly deepen the topics once again and prepare the implementation.
- 3) Two supervisions online between module-workshops to share experiences and learn from each other.
- 4) A personal telephone coaching on demand (2 x 1/2h) with Ferry Fischer, in order to develop your very personal leadership style and to use your own talents intensively.
- 5) Microlearning, where the topics are continuously deepened by the participants in a playful way via mobile phone.





Procedure "Leadership To Go Distance"						
Elements per module	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6 - 10 etc.
Topic of the module (3 hours video conference with break out sessions)						next module ...
Homework for implementation in practice						
Microlearning (Reminder via App)						
Peer group via videoconf. or call (1/2h)						
Supervision (3/4h online)						
pers. Coaching (2 x 1/2h online) on demand						

## THE EVENT LOCATION

Your office or home office. All actions take place online. Participation via webcam and PC.

## THE PROCESS

- **In-house:**
  - Alignment with the leadership focus and values of the company.
- **Public course:**
  - 6 to 12 participants, development of the personal management style according to the talents, mutual support of the participants via video and telephone conferences
- **Certificate:**
  - Upon completion of all 9 modules and fulfilment of the ongoing checklists (peer group meetings, homework, microlearning)

## THE INVESTMENT

Prices excl. VAT.

### In-house

€ 1.460,- / module, plus one-time 240,- per participant  
(incl. talent analysis and personal phone coaching)

### Public course (9 modules) for companies

€ 2.490,- / participant  
(incl. talent analysis and personal phone coaching)

### Public course (9 modules) for private payers

€ 1.240,- / participant  
(incl. talent analysis and personal phone coaching)



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# Leadership To Go Distance 2020/21

Moduls	Goal	Topics	Online dates (each from 0100 to 0300 pm)
Motivation, inner drivers	<i>Recognize what motivates people/different types and what I can contribute</i>	intrinsic basic motivators, analysis of inner drivers/stress patterns, type-specific basic needs, X/Y theory according to Mc Gregor	September 25, 2020
Talent management, constructivism	<i>Recognize talents and use them effectively; understand how subjective "realities" arise and how I can respond to them</i>	Making own talents aware through the online TMA test, subjectivity according to Paul Watzlawick, perception filter, inner resonance	October 30, 2020
Effective communication	<i>Recognize what the other person wants to express without having said it; avoid conflicting communication; be able to repair "crossed" communication</i>	Apply the 4 ear model, perform transactional analysis on an ongoing basis, non-violent communication	December 4, 2020
Emotion free feedback	<i>Be able to give and take constructive feedback; use extraordinary simple feedback tools; master your own reactions to feedback</i>	Online feedback survey in advance, Johari window, feedback rules, creating a feedback culture using numerous tools, topics from previous modules applied in feedback	January 15, 2021
Change management	<i>Understanding why a change works well or badly and which inner processes and group dynamics are behind it; implementation of a change by each participant</i>	4 rooms of change, phases of change, finding and applying mental programming/mindset for change, guideline to change	February 19, 2021

# Leadership To Go 2020/21

Moduls	Goal	Topics	Online dates (each from 0100 to 0300 pm)
Self management/ delegate	<i>Become aware of the still unused possibilities for more efficient self-management; recognize delegation possibilities in all directions (also to customers and superiors)</i>	Use Eisenhower windows effectively, monkey on the shoulder, power field analysis, numerous self management tips from the book by Ferry Fischer	March 26, 2021
Group Dynamics	<i>Understand how group dynamics emerge and how I can manage/use them; recognize and manage rank dynamics</i>	Team clock, behavioural instincts, rank dynamic model according to R. Schindler, analysis of a historical sports team performance and recognition of the interrelationships of the previous tools	April 30, 2021
Conflict Management	<i>Recognize what different reactions people have in case of conflict and how to deal with them in a solution-oriented way; recognize what is behind a conflict style.</i>	Conducting a conflict style test, crisis management, dealing with the different conflict styles, methods for avoiding conflicts	May 28, 2021
The manager as coach, graduation of the L2G Distance program	<i>Skilfully balancing the 3 elements of leadership; applying coaching for backstage leadership; consciously shaping vertical teaming</i>	Leading-Coaching-Organizing, systemic arrangement of the vertical team and use of the design possibilities.	June 25, 2021