

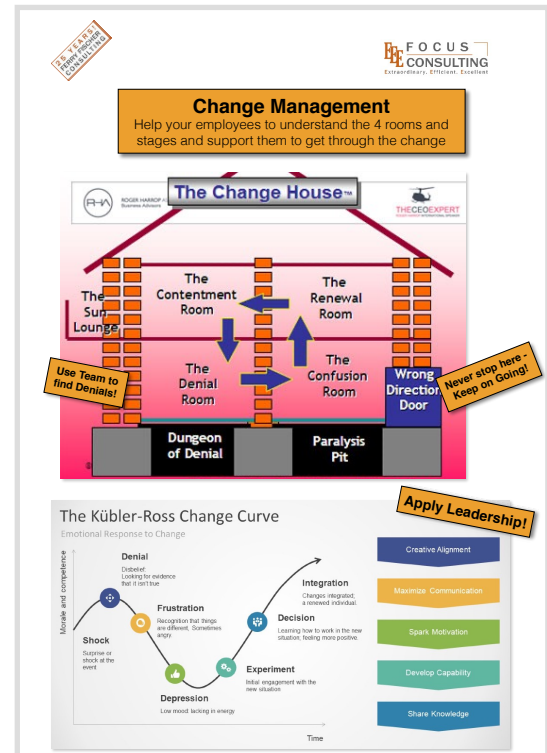
LEADERSHIP TO GO **DISTANCE / LIVE** (in English)

Work on one leadership topic every 4 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) Joint **online workshops** (interactive) with group work for self-reflection every 4 weeks for 4 hours (one hour supervision for implementation in the previous month and 3 hours for the new topic) - the course can **also** be conducted **live in Vienna** for companies.
- 2) **Peer groups** in order to jointly deepen the topics once again and prepare the implementation.
- 3) **Learn Bites streaming** for all topics in order to deepen them and also to pass them on to your own employees. The Learn Bites also guarantee that you can catch up on any topic if you miss a workshop.



THE EVENT LOCATION

DISTANCE - Your office or home office. All actions take place online. Participation via ZOOM or

LIVE for companies in 1100 Vienna, Arsenalstraße 12.

THE PROCESS

- **In-house:**
 - Alignment with the leadership focus and values of the company.
- **Public course:**
 - Around 12 participants, development of the personal management style according to the talents.
- **Certificate:**
 - Upon completion of all 9 modules and fulfilment of the ongoing checklists (peer group meetings, homework, Learn Bites)

THE INVESTMENT

Prices excl. VAT.

In-house	€ 1.700,- / module, plus one-time 280,- per participant (for talent analysis)
Public course (9 modules) for companies	€ 2.490,- / participant (incl. talent analysis)
Public course (9 modules) for private payers	€ 1.240,- / participant (incl. talent analysis)



After leading positions at IKEA Austria and Neumann Personal-Management International, he has been self-employed since 1995. Certified management consultant, coach for change processes. Founder and chairman of the " LEAGUE of extraordinary enterprises" (www.l dau.eu). Mental coach for top athletes (hockey, shooting, golf), author of books.

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Leadership To Go Program

Moduls	Goal	Topics	Online dates via ZOOM
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	on request
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	on request
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	on request
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	on request
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	on request

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Moduls	Goal	Topics	Online dates via ZOOM
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	on request
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	on request
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	on request
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.	on request