


## Senior Executive Management




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This program enhances your management style so that you can deal effectively with challenges and dilemmas you encounter at this senior management level.

 5 days

 Dutch

 5 months

This program enhances your management style so that you can deal effectively with challenges and dilemmas you encounter at this senior management level. This allows you to take the step from a one-size-fits-all approach to a style that embraces the diversity of people, talents and situations in organisations and uses them in a positive way.

## For who?

Experienced senior level line managers and project managers.

## After completing the training

- Setting an example through behavior and helping people to success
- Creating the right environment for personal development
- Delegation tailored to competencies and aspirations
- Effective performance management
- Announcing difficult decisions convincingly

# Program

## Day 1: My environment, roles, challenges and leadership style

- What does my team look like and what are the principles of human capital development?
- Analysis of the players in my environment that are important to my success: how do I view myself, others and my environment?
- Perception and reality: how we spontaneously interact, work and communicate with others.
- Why do we do things the way we do?
- Delegation, empowerment and accountability
- Communicating a difficult decision
- Balanced leadership: intentional and effective use of different leadership styles

## Day 2: Performance Management cycle

- Learning from experience - what are my results from the first day of training
- Setting a good example encourages others to follow it.
- The power of influence: 3 laws
- Performance management starts with making goals and expectations concrete
- During the year, develop the performance of my employees and stimulate their learning capacity
- Discuss and resolve performance issues
- Monitor performance in a motivational way

### Day 3: Develop employees for tomorrow

Am I moving forward in my learning objectives - managing my development performance?

Understanding deeper motives through the use of questions

Getting and giving feedback

Allowing employees to grow: the evolution method in the context of talent development

Dealing with high performers and natural talents

Announcing a change to a group in an inspiring and impactful way

- Is my fellow participant making progress in terms of his or her learning objectives - coaching and development?
- Managing complex, tactical changes: dealing with resistance and emotions, guiding employees during the transition, achieving involvement and ownership
- Saying no to one is saying yes to the other
- Dealing with challenging discussions and group negotiations
- Constructive criticism: how do I guide my employee back to the agreed line and the core values of the organisation?
- Resolving conflicts
- Managing new developments, encouraging performance

### Day 4: Managing difficult situations

- Is my fellow participant making progress in terms of his or her learning objectives - coaching and development
- Managing complex, tactical changes: dealing with resistance and emotions, guiding employees during the transition, achieving involvement and ownership
- Saying no to one is saying yes to the other
- Dealing with challenging discussions and group negotiations
- Constructive criticism: how do I guide my employee back to the agreed line and the core values of the organisation?
- Resolving conflicts
- Managing new developments, encouraging performance

## Day 5: Taking stock of my personal development - clearing the last barriers

- Leading work discussions in a motivating way and inspiring creativity and performance improvement
- Taking initiative: how do I present a project or recommendation to the senior management of my organisation
- Working on a personal 'case of confusion': problem identification, problem analysis, finding a different solution
- Personal branding and my further development

## Learning Tools



### Application in daily life

- The most important point to profit from the learning journey: apply your learnings!
- Action plans are defined already in the training room to allow the participant to evaluate his progress against his own standards in daily life



### Intense classroom training

- Lively, interactive training days are the backbone of the learning journey.
- Positive confrontation and feedback stimulate to change the behavior.
- Interaction within the group allows to learn from peers in a safe yet challenging environment



### Peer coaching

- During sessions with their peers only, people coach each other on concrete situations
- Leverage collective intelligence to solve problems
- Alternatively practice on how to listen, ask questions and give feedback.



### Memo Card App

- Smart and easily accessible reminders of key lessons learned.
- Customisation possible.



### 361° online self & peer evaluation

- Online survey which gives participants a clear view on the impact of their own behaviors.
- Gets stakeholders around the participant involved in the learning journey.
- Creates favorable conditions to give and receive feedback.



## Location



**Location**                      **Baarn**  
Kasteel De Hooge Vuursche  
(Koetshuis)  
Hilversumsestraatweg 14  
3744 KC, Baarn  
Netherlands

**Training days**                19 Sep 2023  
10 Oct 2023  
07 Nov 2023  
07 Dec 2023  
09 Jan 2024

**Language**                      Dutch

**Price**                            EUR 5195 (excl. VAT)

Register →

## General terms and conditions

<https://www.krauthammer.com/terms-and-conditions/>

## Reach out to us

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