

ORIGO[®]

Center for Meaningful
CoCreation

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DYNAMIC LEADERSHIP

BECAUSE THE WORLD DOES NOT STAND STILL



Wisdom In Action

DYNAMIC LEADERSHIP

BECAUSE THE WORLD DOES NOT STAND STILL

Duration: 6 hours / full-day course eg from 9-16

The leadership course is for the many leaders who come under pressure. After a long period of constant progress and growth, many feel the crisis as something of an abrupt awakening. The tendency is to give a lot more to achieve the same results.

As a leader, it can be difficult to adapt to the new conditions, and if you do not hold on tight to yourself and each other, you will see a tendency towards a fluctuating 'pendulum leadership'.

Take home value:

- The optimal change process – from A to Z.
- The leadership style of the future supports radical innovation – learn how
- The collective responsibility – how it is done in practice
- The leader as the driver for the organization's talent development.

Participant profile

Leaders who want to immerse themselves in and achieve competencies in relation to their own leadership as well as the future requirements for innovative management.

Content

In step with the development in the business community, it is natural that the forms of management must also change. Some shifts are bigger and more far-reaching than others, and the changes we are facing today can rightly be called GIGA BIG. Digitization, globalization and the new understanding of how profitable positive psychology is are creating radical transformations everywhere. The old oracle leadership style is on its way out, and new agile forms of collaboration are storming forth.

Being able to promote employee creativity is a key element of modern leadership. It is the manager's job to create and support an environment where innovation and willingness to change is paramount.

TalentManagement is not an elitist discipline where only the special employees get their opportunities promoted. When TalentManagement is used to support all employees with renewed insight into their own motives and wishes, both job satisfaction and profitability are ensured. And when you as a leader also have clear insight into the organization's vision, you have the optimal conditions for constantly developing and / or recruiting the necessary employees to be able to fulfill the vision – and this can be read directly on the bottom line.

Form

The course alternates between exercises, presentations and reflections on own practice. And you will leave the course with a number of tools and knowledge that are directly applicable in your everyday life as a leader.

PROGRAM FOR THE DAY

09.00 – 09.15 PRESENTATION OF TODAY'S PROGRAM

Change management – hold on to hat and glasses

It takes something to drive any change, and when it comes to such significant changes as the ones we face, all the old mindsets really need to be shaken up at once. There are two main reasons for the paradigm shift we are experiencing. One is the pace of change we all experience, and the other is our desires and demands for a developing working life. In order to ensure the optimal conditions for successful change processes, it is central that you understand and manage to utilize your special function as a leader when the company is changing – and therefore you get a toolbox with the effective methods and concrete tools at your disposal as a change leader.

The key topics in this presentation are:

The optimal change process – from A to Z.

The 5 classic pitfalls – learn how to avoid them.

This is how the resourceful employees are involved in the change process.

10.15 – 10.30 MORNING REFRESHMENTS

10.30 – 12.00 INNOVATION MANAGEMENT – set your creativity free and increase profitability

It has dawned on the vast majority of leaders that the pace of change will only increase. Therefore, most people can also agree that creativity, innovation and readiness for change are important parameters for any organization and company.

But where in the brain is the Change Intelligence? How can it be developed? As a manager, what can you do to ensure the optimal conditions for an innovative work environment?

New growth does not come from repeating old patterns. It is not enough to be able to say “Blue Ocean Strategy” or “Outside The Box” – why should there be a BOX at all? There must be real changes in the daily work processes as well as an innovation-promoting leadership if one really wants to see progress in the ability to think groundbreaking news.

The key topics in this presentation are:

How innovative is man really – brain research provides an astonishing answer.

The leadership style of the future supports radical innovation – learn how.

Creative Leadership – what makes the best and how can you translate it into your everyday life as a leader

12.00 – 13.00 **LUNCH**

13.00 – 14.30 **CULTURE BASED LEADERSHIP**

As a leader, you must be constantly on the move to be aware of everything that is going on. And this applies both externally to customers and internally to the rest of the organization. Therefore, many managers have to leave their employees and teams alone a large portion of the time. And when you are not there it is the culture that leads.

The old saying, “When the cat is away the mice dance on the tables” also applies to many employees. When the manager isn’t present there is a drop in performance and dedication for a large number of employees. Such a loss of profitability can be avoided by creating a culture where the common purpose and an ambitious goal is embedded in the collective culture.

The key topics in this presentation are:

From spotty leadership to culture-based presence

The collective responsibility – how is it done in practice

Culture is like a piece of wet soap – so don't squeeze

14.30 REFRESHMENTS

14.45 TALENTMANAGEMENT – how to ensure the right competence

There are five basic requirements for growth, and they create a connection between talent, top performance, increased productivity and job satisfaction. Through a Gallup survey, we know that less than 20% of both managers and employees experience the opportunity to use their full potential at work. Management is not just about new products, new markets or control over quality and budgets. It is especially about creating the working conditions that are necessary for the individual employee to unleash his talent and thus create renewed motivation and vitality.

In an organization where fewer employees have to meet greater expectations for both efficiency and new thinking – and where going to work is repetition, a completely new management thinking is needed – TalentManagement – as it was originally intended.

The key topics in this presentation are:

The leader as the driver for the organization's talent development.

The modern leader is valuable to be led by – are you?

The whole person must be in play – good that there is finally a profile tool that can do it

16.00 SUMMARY OF THE DAY AND ROUNDING OFF

If you want to hear more about the course, call us on 33 11 44 22 or email sn@sebgruppen.dk



www.sebastiannybo.dk

Teacher

Sebastian Nybo is a renowned author, lecturer and business psychology consultant with international experience and network. He has worked with organizational development and High Performance Teams for more than 30 years. As a participant, you get access to both his deep professional knowledge as well as concrete experiences from a large number of companies that he has advised and supported up to the High Performance Team. He has developed a wide range of effective and unique tools that provide an overview of the change process from group to High Performance Teams – which you as a participant in this seminar get unique access to.

Sebastian is also the author of the 12 theories and models that are part of the SEB theory set, and in recent years has specialized in the topics of Sustainable Innovation, Team Culture and Evolutionary Psychology.

He has taught more than 350,000 people both at home and abroad and has many years of experience in teaching and advising managers and key employees, and is today considered an authority in his field.



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