

ORIGO[®]

Center for Meaningful
CoCreation

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CONFLICT-FREE LEADERSHIP

HOW TO ACHIEVE EFFECTIVE CONFLICT MANAGEMENT IN LEADERSHIP



Wisdom In Action

CONFLICT-FREE LEADERSHIP

HOW TO ACHIEVE EFFECTIVE CONFLICT MANAGEMENT IN LEADERSHIP

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



The course in conflict management teaches you to tackle the difficult situations that can cost the company a lot of money if not handled properly. We offer a two-day course on the role and responsibilities of the leader when it comes to conflicts and difficult situations. Great resources are lost in the gap of the fruitless conflicts, and this course can change that in a very concrete way. The course can also be held as a single full-day course if the participants have already completed part of the training.

Take home value:

- To understand, recognize and go against the most typical negative behavior patterns that employees use against you and your decisions
- Dealing with the conflict situations that will naturally arise between you and your employees in the best possible way – consequence through self-confidence
- To understand and thereby change your role as a professional ‘influencer’
- To expand your understanding of the basic ethics of leadership
- To limit resource loss with the help of business psychological tools that effectively reduce mental noise
- To increase your emotional intelligence and thereby become a better leader
- To plan strategically through understanding the mental costs of lost work energy at a given order

Would you like book this inspiring course, please contact Sebastian Nybo
+ 45 33 11 44 22 or via www.sebastiannybo.com



Participant profile

The course is aimed at all leaders who want to work on preventing conflicts and tackling those that arise, as effectively as possible.

Content

A good leader must be able to transform work energy into his employees. Being such a transformer places great demands on the manager's understanding of the employees and the manager's own ability to create the right conditions.

Occasionally, psychological noise will arise when the manager's decisions do not fall out to the satisfaction of the employees. But much of that noise can be avoided if we convey the messages correctly.

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 DAY 1

09.00 WELCOME

The special role of the leader today and in the future

What exactly is the role of the leader? We briefly review the most typical leadership styles, and the behavioral patterns that underlie them. At the same time, show the consequence they have in relation to the employee's work energy. The society we live in is changing rapidly, and so are the conditions under which we live. These are conditions that affect our behavior, and it is therefore important to know how it will develop in the near future. We focus on the demands this will make on the leader.

The leader as a professional influencer

We know today that the brain receives a large amount of information and unspoken signals, and it is some of these signals that we teach you to become aware of. For a conscious action is more controllable than an unconscious. It is about being consistent so that the body and the mental mood match the message.

What is the difference between a person's personality and his behavior?

You hear about the latest theories in behavioral research. In the "psychic borderland" we can pick up a lot of new knowledge that can be used directly in the leader's daily life. Our own set of theories is reviewed, and you learn to view management from a new angle.

The human need for recognition has many “faces”

The contact hierarchy is worked through, and you learn to see why negative contact is perceived as “better” than no contact. What behavior patterns are behind it, and how do you go about it? How do you protect yourself from attacks that go more on your person than on your leadership?

12.00 LUNCH

13.00 BEHAVIOUR AND PATTERNS

We have developed a theory that shows the different patterns of behavior that we use in relation to how well we know the people we have around us. An important tool for anyone who gets very close to others through the job. You get our method by both classification and observation of behavior. We work with behavioral traits out up against psychic outer poles.

Summing up the threads

We review how you use the workbook you are given, and we establish a network between the participants that makes it possible to stick to the large amount of knowledge you get at the seminar.

16.00 DAY 1 ENDS

We take an open discussion about the team’s expectations for the following day. Your specific wishes or questions may thus be included in the material on day 2.

PROGRAM FOR DAY 2

08.30 YOU ANNOUNCE YOUR ARRIVAL and we serve coffee, bread and fruit.

09.00 CHECKPOINT

“Homework” is revised and uncertainty is removed through open discussion in the group.

The learning of character traits

To understand employees and their reactions, you must first understand your own characteristics. Why do I react the way I do? Where is the line between the behavior I choose myself and the one who just chooses himself (conscious or unconscious behavior)?

Conflict management

When conflict cannot be avoided, what do you do then? You learn, with the knowledge you have acquired, to handle conflicts so that the damage they inflict on the energy level is limited as much as possible. We work with cases and episodes from the participants’ own reality.

12.00 **LUNCH**

13.00 **IMAGINATION**

One of the great abilities we humans are born with is our ability to imagine the events that are underway. But most people learn to imagine the “worst possible” outcome. Can the world look different if we learn to use our imagination better? Become a more harmonious leader by making the most of your qualities.

Leadership ethics

Is there a basic ethic in the work of the leader? All leaders have tried to stand in a dilemma and noticed how difficult it was to make the right decision. Learn to separate your personal ethics from those of the company and achieve a strengthened management foundation.

Simulated reality

You will learn to work with this method and understand its importance in the management of the future.

Being able to calculate costs in reduced work energy in relation to a given order becomes one of the requirements for managers.

Workshop

We take as our starting point cases from the participants and discuss attitudes and opinions.

16.00 **THE TRAINING IS ROUNDED OFF**

The threads are gathered so that there is a coherence between theory and practice. For those who want it, we create a more long-term network. It is clear from our studies that the use usage increases significantly with the help of this network.

For both days, in addition to lunch, we take two breaks of each 15 minutes, one in the morning and one in the afternoon. We leave it up to the participants and the material when these will be held.

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.



Medlem af

