



Women's Leadership Programme

4 – 9 March, 2018
Vienna area, Austria
Register by
22 January, 2018

A Transformative Journey

This is a transformative journey towards effective leadership consisting of:

- An online component (to be completed prior to the onsite course):
 - A cutting-edge online assessment focusing on leadership decision-making skills (Lectical Leadership Decision Making Assessment)
 - A personalized debrief with the trainers (including the development of individualized learning goals);
- A five-day intensive on-site course focusing on:
 - Overcoming limiting and self-sabotaging assumptions;
 - Turning reactive tendencies into creative ones;
 - Developing skills and capacities that enable effective decision-making in the face of uncertainty;
 - Strengthening the ability to coordinate multiple perspectives, practicing contextual thinking and honing leadership skills in complex environments;
 - A personalized learning and development roadmap.

In addition, two individual online coaching sessions and exclusive access to a variety of leadership development resources and to a community of programme participants will be provided. The methods used are grounded in theory and are gender-neutral. The number of participants will be limited to 12 in order to guarantee an intensive and tailored experience.

Adaptive Skills for a Complex World

Today's leaders must be prepared to anticipate, analyse and address complex challenges involving multiple stakeholders as efficiently and effectively as possible. They need a special set of skills and capacities that will enable them to put effective leadership into practice. Navigating through the tensions and ambiguities that characterize today's workplace requires an adaptive mindset and solid decision-making skills.

The goal of this cutting-edge leadership programme is to empower senior-level female leaders in their pursuit of adaptive and thoughtful leadership, career advancement and self-fulfillment. Critical skills in self-leadership will be developed to empower participants to confront difficulties and take decisions across a wide range of contexts and circumstances.

THE PROGRAMME

We offer a powerful, insightful and practical course to support senior level women leaders who want to improve their (self-)leadership, follow their purpose and create impact.

WHO IT IS FOR

This programme is for women leaders who:

- want to step up their efforts to advance their individual careers, their impact, their personal development, and their sense of fulfilment;
- feel they are experiencing personal and professional limitations to their effectiveness, including being trapped in "the system" or a particular culture.

PROGRAMME FEE

€ 4 795 / \$ 5 550 plus VAT (20 %)

This amount covers the online component, which consists of the Lectical Decision Making Assessment including set up conversation, the assessment costs and the individual debrief; one five-day intensive on-site training; two individual coaching sessions after the training; and exclusive access to a range of leadership development resources.

EARLY BIRD PRICE

€ 4 195 / \$ 4 850 plus VAT (20 %)

Available until 22 December, 2017.

Please talk to us about group discounts, customized leadership development programmes and individual coaching packages.

REGISTRATION

Register at <http://leadership.associates/wlp/> to secure your place.

Your registration will be completed once you have transferred the programme fee.



Anne Caspari



Johann Entz-von Zerssen

LEAD TRAINERS

Anne Caspari and Johann Entz-von Zerssen each have more than 15 years' experience working with personal transformation, coaching and Leadership Development worldwide. Anne works with innovative adult development methods. She has lectured at universities, including Rome University "La Sapienza" and the European School of Economics. Johann, with 15 years of corporate leadership experience, works as faculty and leadership trainer for the Coaches Training Institute (CTI) and the University of Munich, for individuals, groups and organizations at all levels of leadership. Both are accredited in a variety of leadership and coaching methods, including CTI Coaches Training Institute, Process Communication Model (Kahler), The Leadership Circle 360°, Organization and Relationship Systems Coaching Certified (ORSC), and Lectica.



Katja Firus



Blanka Bellak

ASSISTANT TRAINER

Katja Firus, economist, is a partner of T6 Ecosystems srl in Italy. Her main focus is facilitating and coordinating international teams conducting research on climate change. She is a LEAD fellow with specific qualification in sustainability leadership and working with intercultural teams.

PROGRAMME DIRECTOR

Blanka Bellak works with Leadership Associates (www.leadership.associates). Between 2014 and 2017 Blanka was the Director of the Austrian Study Center for Peace and Conflict Resolution. With more than 15 years of programming, evaluation and executive management experience in international security and development from the UN and other international organizations, Blanka is passionate about supporting individuals and organizations in their efforts to develop effective leadership skills. Blanka is accredited in leadership and coaching methods including The Leadership Circle 360° and Lectica. She specializes on leadership development and gender.

Transformation and Effective Leadership

The programme will be conducted in English. Our approach is grounded in adult development and leadership theory (Robert Kegan, Kurt Fischer and Ronald Heifetz, Harvard University) yet thoroughly experiential and applicable across a wide range of cultural contexts.

The focus is on two fundamental aspects of effective leadership. First, we use transformative coaching so that participants can identify and integrate the individual hidden patterns and reactive tendencies which hamper their success and positive impact as leaders. Second, we strengthen and build adaptive skills in effective leadership and decision-making.

In combination, this allows participants to follow their own tailored learning and development trajectory and to handle complexity, ambiguity, and real life decision making with greater ease and mastery. Participants learn to manage work situations where they previously felt trapped effectively. Challenges, such as gender or cultural biases are explored from the perspective of personal power and responsibility.

Measuring Complexity and Decision-Making

The programme works with a leading measurement instrument, the Lectical Decision Making Assessment (LDMA), that accurately assesses decision-making skills along major leadership dimensions including cognitive complexity, contextual thinking, the capacity to collaborate with others and effective decision-making. The LDMA is tailored to the organizational setting and responsibilities of each participant. A customized report shows the contours of current thinking and decision making, along with learning practices towards further leadership development.

Registration and further Information

Register at <http://leadership.associates/wlp/> to secure your place. Your registration will be completed once you have transferred the programme fee.

For information on the programme please contact Anne Caspari, Lead Trainer, at anne.caspari@ezc.partners or +49 151 673 222 08 or Blanka Bellak, Programme Director, at blanka.bellak@leadership.associates or +43 681 1070263.

Venue: Hotel Altes Kloster, Hainburg an der Donau, Austria. Accommodation and full board: 110 € per person/night. Nearest airport Vienna (A) or Bratislava (SK).

Partner: We have developed this programme together with the Austrian Study Centre for Peace and Conflict Resolution (ASPR), a UNESCO award-winning training and research institute on non-violent conflict resolution. www.aspr.ac.at



www.leadership.associates



www.ezc.partners