

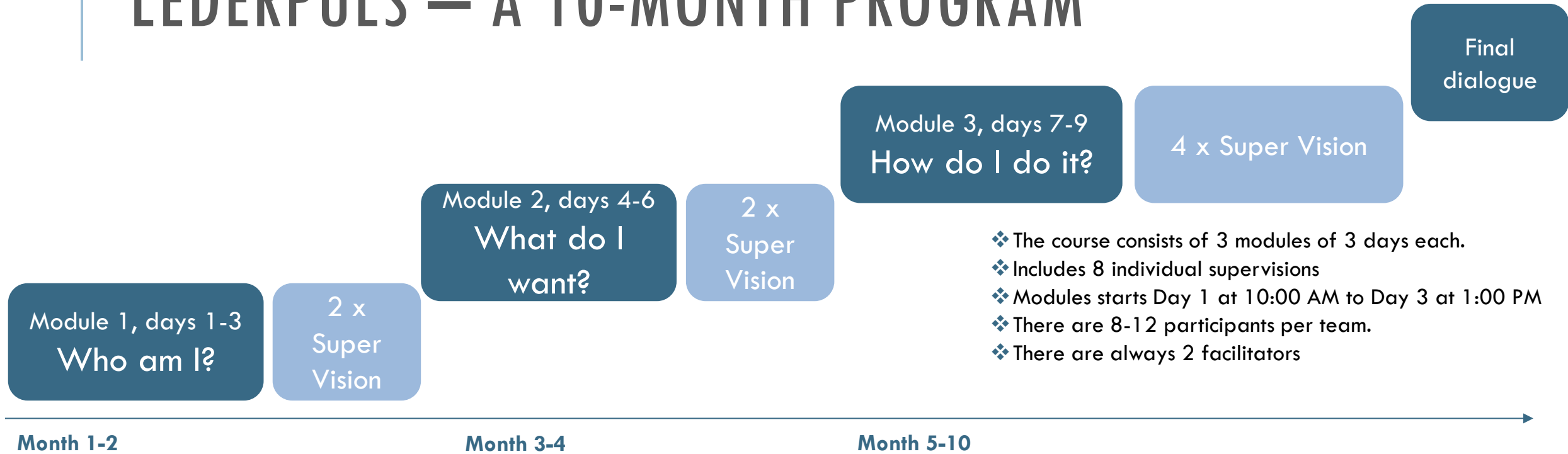
A personal leadership development course that benefits the individual and the organization

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LEDERPULS — A 10-MONTH PROGRAM



PROFESSIONAL AND PERSONAL LEADERSHIP GO HAND IN HAND

CURRENT PARADIGM
Understand the employee

NEW PARADIGM
Understand yourself



Professional leadership

- ❖ Motivation theory
- ❖ The difficult conversation
- ❖ Communication theory
- ❖ Performance Management
- ❖ Situational leadership
- ❖ Leadership Pipeline

Personal Leadership

- ❖ Relationship competence
- ❖ Emotional intelligence
- ❖ Authentic leadership
- ❖ Psychological safety
- ❖ Regenerative management

THE IDEAL CANDIDATE FOR LEADERPULS

Leaders often participate with one of the following starting points:

- ❖ I have **something to learn about myself** and I recognize that this learning will strengthen my leadership.
- ❖ I have a good grasp of the professional part of my management work, but I should probably develop my **human and relational** skills.
- ❖ I am talented and ambitious as a leader and am ready to develop my **leadership to the next level** by learning things about myself that I don't know today.
- ❖ There is something about **management that I find difficult** for myself – both as an experienced and inexperienced manager, and I often run into the same problems over and over again.
- ❖ I **don't feel good** about myself and may have stress or symptoms of this, lack overview, think my role is meaningless or I feel stuck



LEDERPULS HAS A UNIQUE APPROACH TO LEADERSHIP DEVELOPMENT

- ❖ **LederPuls** contains eight individual conversations after the modules. These conversations are personal, and the participant is met by **the same teacher** as in the modules.
- ❖ **LederPuls focuses on you**, as a leader and a person. That's why we don't focus on the employees, but on you. You will work on yourself and your personal leadership and in that way develop yourself as a leader.
- ❖ **LederPuls** is based on methods that help you get to know your personality and character traits. You will understand more about yourself and the reasons for your patterns, and thereby **be empowered to make choices** in your work and private life.
- ❖ **LederPuls** consists of group dynamics, conversations, **calmness, nature-experiences**, exercises and reflection-time. The focus is on body, thoughts and emotions and the length of the course allows time to create a lasting effect.

BENEFITS FOR PARTICIPANTS: THE 5 MOST EFFECTIVE EXPERIENCES

1. The managerial awakening that comes through the many insights creates **clarity**
2. The realization and experience that "I am more than my head" strengthens **intuition**
3. Exposing participants to their existential conditions create **determination** in choices
4. They learn to act in a new way and this increases **their power of action.**
5. They learn to use psychotherapeutic tools that will **strengthen their teams** and employees



THE IMPACT ON THE ORGANIZATION

The problems that typically disappear or are reduced when a manager has been on LederPuls:

1. Conflicts and cooperation problems are limited because empathy and compassion are increased
2. Dissatisfaction is caught earlier because managers can sense it in themselves and their employees
3. Difficult conversations are no longer so difficult, but are simply considered necessary
4. Less escalation to the top to mediate or decide due to more self-responsibility
5. Strengthened ESG agenda and opportunity to offer present and value-creating development



LEDERPULS NETWORK

LederPuls uniquely includes a network for participants. The purpose of the network is to connect participants who have had the same experience with each other.

- ❖ There will be free and paid activities
- ❖ You meet with your own team or across all teams
- ❖ Activities can be online or physical meetings.



COMPETENCIES IN PERSONAL LEADERSHIP

INDIVIDUAL

GROUP

EMOTIONAL COMPETENCE

Emotional contact and control
Knowledge of primary basic emotions
Physical and mental ability to tolerate discomfort

RELATIONSHIP COMPETENCE

Empathy for others and oneself
Personal contact in meetings

AWARENESS- COMPETENCE

AUTHENTICITY COMPETENCE

The ability to use one's intuition
Distinguishing between self-esteem and self-confidence
The ability to set boundaries

TRUST COMPETENCE

The ability to see relationships as conditions
Capabilities in both-and approach
Taking responsibility for the community

DEVELOPS PEOPLE TO BECOME BETTER LEADERS

It has been a great and groundbreaking journey for me personally to participate in LederPuls. I have seen and discovered sides of myself that have meant significant changes in my self-perception and my personal leadership style.”

Already after my participation in the first module of LederPuls, my employees could notice a clear difference in my approach to daily management. Observations I confirmed in a employee satisfaction survey a few months later.

The strong personal guidance from Thomas and Martin during and between the modules has made LederPuls the absolute most relevant and present management course I have ever participated in.

Michael Brandt

VP Head of International Retail Sales
Danish Crown Categories



WHAT DO WE WANT WITH LEADERPULS?

"Martin and Thomas have been leaders for many years and have continuously trained in coaching and psychotherapy. Along the way, we have experienced how organizations continue to run into the same issues that create lack of performance and dissatisfaction."

We have also experienced how a more human and authentic approach from ourselves as leaders has helped create better well-being and performance in the organization by focusing on human competencies and not professional ones.

It is these practical experiences from two experienced managers and psychotherapists that we now bring to other managers via LederPuls.

We want to deal with dissatisfaction and stress-related sick leave, and not least with leaders who do not release their full potential as human and in their role as leaders."



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CONTACT US FOR A MEETING ABOUT YOUR POSSIBLE PARTICIPATION IN LEADERPULS