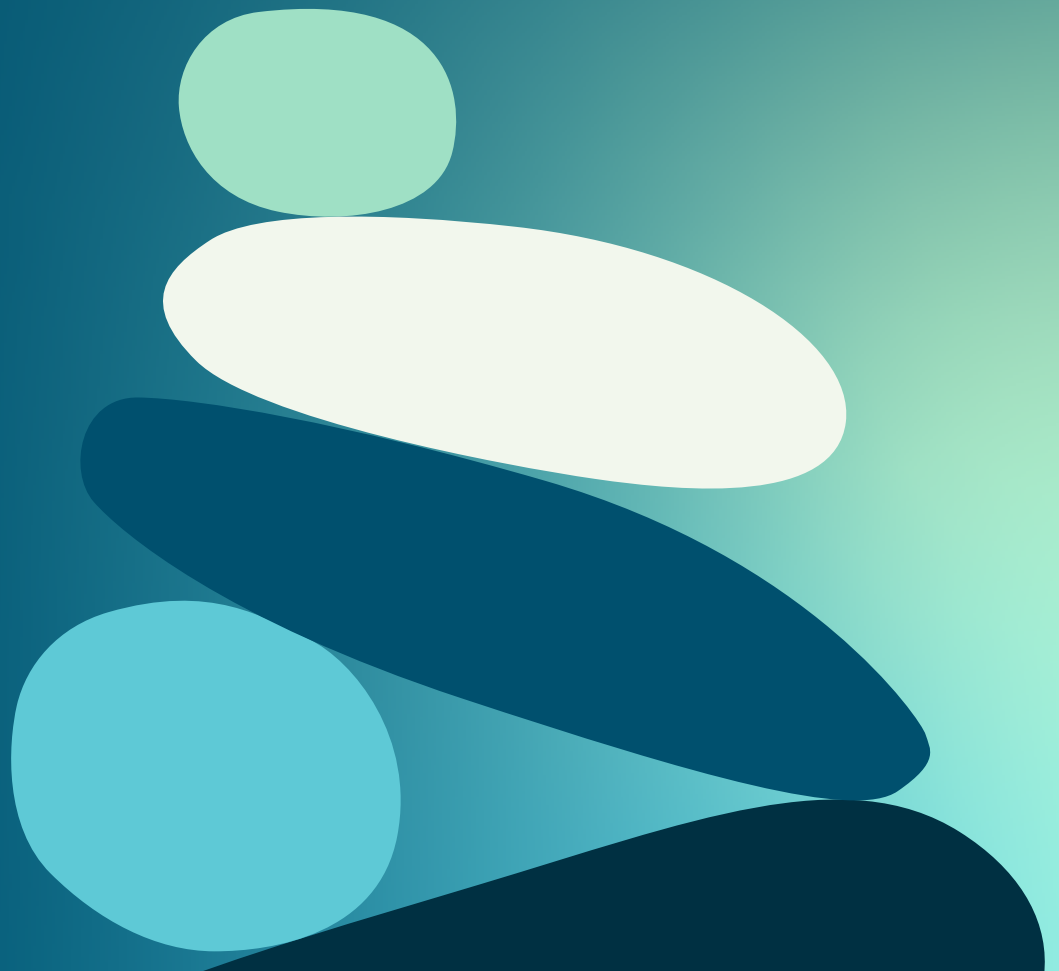


FP&P

Leadership & Coaching

Training



Leadership & Coaching

Enhance your leadership with the Leadership & Coaching training. In two modules (each lasting 2 days), you work on increasing your impact as a leader in a dynamic environment. You learn to understand and interpret team behavior, allowing you to make effective interventions on team, relationship, and personal levels. With a strong theoretical foundation, you continually translate insights to your own practice, sharpening your ability to lead your team towards high performance step by step.

What Leadership & Coaching brings you...

Most changes today come unexpectedly and quickly. The effects of these changes are more significant than ever before. After this training, you will be able to:

- Find solutions to challenges and apply them decisively. The key to sustainable success lies not only in systems and processes but also in the quality of interpersonal relationships.
- Work with the concrete, development-focused leadership method **Impeccable Leadership (ILS)**. This method is aimed at creating a high-performance culture.
- Identify the development needed to increase proactivity within your team. You analyze the relationship between objectives, team development phases, and effective leadership behavior. This helps you determine which intervention is needed to move forward. It answers questions like: "What is needed to delegate work?" and "How do I motivate an unwilling team member?"
- Increase your impact as a leader. Therefore, we also pay explicit attention to your personal development and communication skills.

How we work...

- You will be guided by 1 trainer with a group of 6 participants. This ensures the best personal guidance. The full group has a maximum of 12 participants with 2 trainers.
- We create a safe environment where participants and trainers know what to expect from each other and hold each other accountable.
- Theory is introduced in short presentations. Afterward, there is room to work hands-on, experiment, reflect, and learn. To enhance your understanding of your own leadership behavior, we spend half a day using video recordings and another half-day with a training actor. There is also space for individual coaching.
- The training provides concrete tools that enable you to work on sustainable development for yourself, your relationships, and your team, even after the training.
- We will always support you in your (learning) process in a sharp-witted, open-hearted and in-depth manner.

Intake and interim assignments...

- During an intake session, we document your questions, dilemmas, and goals in advance so we can evaluate afterward whether the training goal has been achieved.
- A training is only effective if you can integrate it into daily practice. Therefore, there is time between the two modules to put what you have learned into practice.

"The training has given me much more confidence. I now know how to guide a team in moving from being mostly reactive to becoming proactive. Something that I'm very happy about!"

Finally...

As trainers, we only stop when you are 100% satisfied with what you have achieved and have received answers to your questions. Sometimes this leads to a conversation after the training, occasionally to a follow-up discussion sometime later. You are always welcome at our office for this.

Costs and registration...

- Cost of Leadership & Coaching training: €3,055, excluding VAT.
- Training materials are included, including the book "Impeccable Leadership" and a personal report from your leadership scan.
- Hotel package cost: €743.50.

Staying overnight at a hotel is part of the program because the learning process of this training continues into the evening.

- This training takes place several times a year. Specific dates can be found on the website. The training is also available as an in-company program upon request.

Questions or more information?

Are you curious about this training or do you want more details? Feel free to contact us via fpnp@fpnp.nl or call +31 (0)344 714 381.

PROGRAM TRAINING DAYS

MODULE 1: CONNECTION IN COLLABORATION

The first step toward high performance is about creating an environment where team members actively speak up and work motivated toward the common goal. These days focus on the role of the coach: the skill to determine what your employees need to truly get moving.

Day 1: Creating Connection (9:00AM – 6:00PM)

- Establish agreements for effective co-production throughout the duration of the training.
- Refine the learning objectives.
- Introduction to the Leadership Model of Impeccable Leadership.
- Practice the leadership role of a coach, focusing on the art of questioning and making connections beyond the level of content and behavior.

Day 2: Personal Leadership (9:00AM – 5:00PM)

- Deep dive into the dimensions of personal effectiveness in leadership.
- Logical Levels of Impact: exploration of the influence of values and beliefs on our behavior and environment (based on the change model of Bateson and Dilts).
- Transformation Process Model (TPM): tool for learning new behavior patterns that lead to better collaboration.

ASSIGNMENTS BETWEEN MODULES

You will work on your personal development goals (individually and with a buddy) and implement the TPM. Additionally, you will complete a leadership scan in preparation for module 2.

MODULE 2: FROM CONNECTION TO HIGH PERFORMANCE

As the team becomes active and feels safe to express themselves, the different interests and needs become visible. This challenges you as a leader to find a form of collaboration that works for everyone. These days focus on developing creativity and commitment as a foundation for proactivity.

Day 3: Proactive Collaboration (9:00AM - 6:00PM)

- Guiding values in your leadership.
- Developing the ability to connect individual perspectives and interests with team and organizational objectives.
- Practicing new leadership behaviors, supported by a training actor.

Day 4: Integration into Personal Practice (9:00AM – 4:00PM)

- Effective communication: applying insights in a challenging conversation.
- Refining personal qualities, challenges, and development ambitions.
- Conclusion: translating insights into a personal action plan for the future.

FP&P

Frits Philips jr. & Partners
Hoofdstraat 71
3971 KD Driebergen-Rijsenburg

+31 (0)344 714 381
fnp@fnp.nl
www.fnp.nl

Route in Google Maps
You can park behind our office.

Being Rock Solid in Being Yourself

Do you want to be rock solid in being yourself? Rock solid in what you feel, think and do. Close to yourself! Do you want to know where it flows and where it rubs? So you can choose the right path that brings you closer to your goals.

We don't follow standard routes but create a new path together. A path where your wishes and desires are given space so you can move forward purposefully. Beautiful goals are not achieved easily. They require courage and love.

Our Mission

We aim to be a stepping stone toward a better world. We achieve this by propelling you and your team into action.