



Personalized Leadership

Perfect Your Own Leadership Style



Our Dynargetic Personalised Leadership programme puts participants in real-life situations, giving them the opportunity to analyze themselves and perfect their own leadership style based on personalised feedback.

GOALS

The Personalised Leadership workshop is a follow-up to the methodology acquired during the Dynargetic People Management workshop. Participants will be challenged to improve on their leadership skills and to work on the adaptability of their leadership profile in various situations. They will come to understand their principal leadership style and improve upon it, while at the same time, learning to avoid both lack of leadership and over leadership.

OUTCOMES

- Contributes to the creation of a common company leadership culture
- Makes participants aware of their own leadership style and its implications while managing employees, individually or as a group
- Helps participants to understand the necessity to be adaptable in managing their leadership styles in regards to their collaborators and their needs

METHODOLOGY

Participants will have completed a questionnaire prior to the commencement of the training programme, as will five of their stakeholders (team, peers, boss). Personalized feedback on these questionnaires, along with self-reflection and studying existing case studies, will help participants to:

- Work on the meaning of personalized leadership
- Better understand their dominant leadership style
- Practice different leadership styles and feel their impact
- Prepare an action plan, adapted to their individual situation

PARTICIPANTS WILL BE ABLE TO:



PROCESS

Dynargetic Personalised Leadership is a 3-day (2+1) programme, consisting of 4 modules. Group size is limited to 8 participants.



PROGRAMME CONTENTS

The Manager as Facilitator:

How to ensure a balance between a directive and a participative approach.

The Meaning of Leadership

- Leadership and management
- The variables that influence leadership

The Styles of Leadership

- The concept of leadership styles
- How to use them appropriately
- Determining the readiness level of an employee for a specific task
- Improving the use of leadership styles

Personalized Feedback*

- Identification of each participant's main leadership style and style adequacy
- Preparation of an action plan adapted to each participant's situation and interlocutors

Leading a Group

- The different styles of leadership: when and how to use them in group situations
- Feedback on team management/motivation

*Prior to the programme, participants are asked to complete a questionnaire: "Your Own Analysis." In addition to this, five of his/her employees are asked to fill in a questionnaire: "His/Her Analysis." The answers are analysed and used to identify each participant's leadership profile.

WHY CHOOSE DYNARGIE

- ✓ **Quality:** Our workshops are consistently ranked 3 out of 4 or higher
- ✓ **Experience:** Our certified consultants have at least 5 years of prior professional experience
- ✓ **Longevity:** 75% of our consultants stay with us for 5 years or longer
- ✓ **International Approach:** Dynargie has been shaped by 4 continents, 14 time zones and 11 languages

ABOUT

Dynargie is a dynamic management consulting and training company dedicated to influencing and managing positive change in both people and organizations. Founded in Switzerland in 1982, we operate in diverse cultures spread over 10 countries and 11 languages. Through our unique training and consulting methods delivered by our multidisciplinary consulting team, we help transform difference into agreement, and make individuals and organizations more productive.