

Motto:

“The most typical binding constraint on growth today is not strategy. It’s not having enough of the right people with the management capacity to grow.”

-- Michael Treacy



**LEADERSHIP DEVELOPMENT PROGRAM
FOR JUNIOR/MID MANAGERS**

OBJECTIVES - Let participants:

- “Improve Business Leadership”:
 - Drive growth and innovation
 - Reduce costs & increase motivation
 - Become more dynamic and decisive
- “Improve Self-Leadership”:
 - Take more ownership, action and initiative
 - Increase energy, vitality and confidence
- “Improve People Leadership”:
 - Include and empower their teams better
 - Delegate, stretch and develop their people more.

TRAINING METHODS

- **RELEVANT**: working with real cases, real issues
- **INTERACTIVE & LEARNER CENTERED**: with exercises, games, role plays, discussions and interactions
- **80/20**: time is mostly used for activities and interactions, theory is max 20%.

PROGRAM MODULES

M1
MOTIVATION
& VITALITY

M2: LEADERSHIP
ESSENTIALS
*ANNOUNCING
THE THESIS*

M3
ASSESSMENT/
INDIV. COACHING

M4
INCREASE YOUR
INFLUENCE

M5
TEAM LEADERSHIP

M6
ACTION LEARNING

M7
1-on-1
LEADERSHIP

M8
*THESIS &
REVIEW*

M1: MOTIVATION & VITALITY

- Align with company strategy and development plan better
- Revitalize yourself by increasing:
Initiative; Ownership; Self-motivation;
Goal setting & visualizing skills
- Create the picture of a motivating future: what could be; get inspiration

M2: LEADERSHIP ESSENTIALS

- What makes you a leader?
Role of Manager / Leader
- Decision Making and Execution
- Situational Leadership
- **Announcing the THESIS: each participant will need to indentify and accomplish a significant project for his/her –self and team**

M3: INDIVIDUAL SESSION

- Online Assessment: MQ and FiT In
- 2 hrs Individual Coaching Session for:
 - Clarifying Strengths/Weaknesses of each participant
 - Review/create individual development plans
 - Provide development suggestions for participants

M4: INCREASE YOUR INFLUENCE

- Assertive Communication
- Managing Upward: better alignment with your boss
- Positive Office Politics: fair practices to gain support at all levels
- Change Management

M5: TEAM LEADERSHIP

- Empowerment:
team-based management;
- Team development stages; Dysfunctional
vs. High performing teams; Team roles
- Facilitator toolkit
Problem solving in teams
- Delegation skills

M6: ACTION LEARNING

- Working on real problems with the Action Learning methodology
- Reviewing the status of THESIS projects

M7: 1-on-1 LEADERSHIP

- Employee Dialogs:
 - Performance dialogs (appraisal, feedback)
 - Mentoring/coaching skills

M8: FINAL REVIEW

- Presentation of Thesis
- Individual review (SWOT)
- Team review (SWOT)
- **GRADUATION CEREMONY/PARTY**

WHAT IS REQUIRED FROM THE COMPANY

- FULL COMMITMENT AND SUPPORT OF THE SENIOR LEADERSHIP TEAM – AND HOLD PARTICIPANTS ACCOUNTABLE FOR USING THEIR LEARNING
- GIVING HIGH PRIORITY TO THE PROGRAM
- HIGH DISCIPLINE IN KEEPING THE SCHEDULE

HRO EXPERIENCE LEVEL

HRO Trainers Experience Level		
<i>Module</i>	<i>Trainer</i>	<i>Years of Experience</i>
Motivation & Vitality	Gabor Nagy	4
Leadership Essentials	Steve Mellau	12
Coaching Session	Gabor Nagy	8
Coaching Session	Steve Mellau	10
Increase Your Influence	Steve Mellau	15
Team Leadership	Gabor Nagy	8
Action Learning	Steve Mellau	6
Employee dialogs	Steve Mellau	15
Final Review	Gabor Nagy	6
Final Review	Steve Mellau	15

We can provide references on request.

TRAINER PROFILES

Steve Mellau, Senior Consultant & Trainer – Executive Coach – Visiting Professor

- 15 years experience as a corporate trainer;
- Certified group-dynamics / team-dynamics trainer from TOPS Berlin/Munich (Germany)
- Certified facilitator of the WIAL (World Association of Action Learning Washington DC - USA);
- Member of the TOPS Berlin/Munich (Germany) of Trainer & Consultant Society;
- Certified Business Coach – London (U.K.) Business Coaching Foundation

As an Executive Coach, Steve coaches regional VP's, China CEOs and department managers of multinationals.

As a trainer, he creates strong impact and facilitates significant change. His trainings are learner centred, and characterized by very high responsiveness to the participants' unique needs. His topics are intercultural management issues, leadership, corporate culture, team building and group dynamics. In addition to training and consulting projects for leading multinational companies (BOSCH Shanghai, BASF, Barry-Callebaut Zurich / Shanghai, Philips, LG, Heimbach, Freudenberg Group, Siemens, T-Systems, ABB, evonik / DEGUSSA, Allianz, Codelco, ZF Lehmforder, Ziehl-Abegg, Shanghai Volkswagen, SINOCEM, International Paint, ICI, Cytec Shanghai, Knorr-Bremse Suzhou/Hong Kong,), he was an invited lecturer at the NATO University for cross-cultural group-dynamics from 2002-2004; since 2005 he has been a Visiting Professor at Shanghai Institute of Foreign Trade. As accepted facilitator and trainer he has held a number of challenging assignments in Germany, Austria, India, South Korea, Indonesia, Malaysia and China. He speaks English, German fluently and Chinese on conversational level.



TRAINER PROFILES

Gabor Nagy, Managing Director of HRO, Senior Consultant and Trainer.

- 8 years trainer experience, working mostly with management teams;
- Co-author of the FiT In and MQ assessments and several training programs.

As a trainer, he uses a blend of approaches combining “intellectual” with “experiential” learning and workshop elements to achieve a lasting impact. His Chinese language skills, cultural fluency and passion for the brotherhood of men add a special flavor to his trainings. Client companies who reordered his in-house programs include: Allianz, Bacou-Dalloz, Bosch, Codelco, Delphi, Degussa/Evonik, Freudenberg Group, Fuchs Petrolub, Gale Pacific, Intel, Knorr-Bremse, NIP, Schenker, Shanghai Volkswagen, Sinochem. He has been an invited speaker and lecturer at the German, Swedish, British and American Chamber of Commerce, and at the Tongji, Jiaoda, Maritime, Nordakademie University MBA/EMBA classes. He started learning Chinese language in 1987, and began his career as a Chinese-Hungarian interpreter in Hungary, before holding a number of challenging positions across China for Global Autotech (Beijing Rep. Office Manager), Singapore Premier Technologies (Market Development Department Manager), and eGate InfoTech (Business Consultant). Since 2005 he has been a Visiting Professor at Shanghai Institute of Foreign Trade. He is fluent in English, Chinese and Hungarian.