

INDIVIDUAL LEADERSHIP PROGRAM

NEWLY APPOINTED LEADERS AND RISING STARS



The transition from specialist or project driver to leader is not always easy. Stepping fully into your new role and delivering results can take time. But there is a short cut with less worry, fewer mistakes and faster performance.

Our Individual Leadership Program is always tailored to your needs and is 100% flexible around your schedule and challenges. Skip past full-day courses and large groups, and focus on the learning you need. We meet at your office or our facilities, and we include a hotline for you to get sparring anytime a situation occurs.

The focus is not on extensive management theories. We activate your existing knowledge and teach only simple techniques to be applied immediately. We focus on “how” to lead, not just “what” to do. You will use your own specific challenges as cases. This anchors the new learning with a more lasting effect.

Key topics include:

- Leadership. How do I look when I am the best version of myself as a leader?
- Leadership practice. How do I lead real people through real challenges? “What” & “how”.
- FIRE & FIRE Tools. Feedback Focus. How to ignite and activate my team to drive for results?
- SHIELD & SHIELD Tools. Prioritization Focus. How to prevent stress in my team and keep motivation high?
- The best version of me as a leader. Authenticity. How to read a situation and apply the best suited leadership style?

The essence of the Fire & Shield methodology is, that all of us perform best when being both challenged (FIRE) and feeling safe (SHIELD) at the same time. As leaders we must therefore create a frame that balances FIRE and SHIELD to get the “best performance” for everybody on our team.

Johnny Sørensen has 25 years of leadership experience; 15 as CEO of small and midsize companies in Denmark, Holland, and Italy.

Elize Langeland Dimare has a Ph.D. in organizational behavior and corporate management as well as 20 years of leadership experience.



FIRE&SHIELD
LEADERSHIP FOR GUIDING PEOPLE

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SUGGESTED PROGRAM

MODULE 1: LEADERSHIP

The best version of me as a leader

- Essence of Leadership: Poor vs great leadership, the difference it makes and the impact we have.
- Fundamentals of Fire & Shield. How we perform better when we are both challenged and protected.
- Setting the frame: Company Values, conditions for leading in my company.
- Key challenges in my current situation.

MODULE 2: LEADERSHIP PRACTICE

Leading real people through real challenges

- Prioritization, Feedback, Authenticity.
- Basic communication understanding and why we misinterpret each other.
- Your personal Leadership style in relation to Fire & Shield.
- Mapping your team in relation to Fire & Shield.

MODULE 3: SHIELD & SHIELD TOOLS

Prioritization Focus: prevent stress and keep motivation high

- Prioritization matrix. Prioritization exercise.
- The 7 tools in the SHIELD Toolbox
- Clear messages. Honest communication. Transparency.
- Expectations. Not-to-do-lists.
- How to SHIELD yourself.

MODULE 4: FIRE & FIRE TOOLS

Feedback Focus: ignite and activate the drive for results

- Feedback techniques. Feedback exercises.
- Selected tools from FIRE Toolbox
- Stop-start-do differently: Preparing your feedback.
- The courage in honesty and how to apply it best.
- Evaluating your team

MODULE 5: THE STAR YOU WERE MEANT TO BE

Authenticity focus: Being true in your role

- Putting it all together. Reading and reacting best to any situation.
- Leading yourself with care, knowing your strong and weak points.
- Authentic Leadership. What, why & how?
- Delegation and getting your team involved. Reaching out.
- Trust, credibility and building lasting loyalty

“ Impressive results in very short time through minor adjustments of my leadership style. The most effective leadership development program, I have participated in through my career ”

*Tim Walther Bay
Director, Novo Nordisk
Biopharmaceuticals*

Price includes: 32.500 DKK excl VAT
5 modules 1:1 training
Preparatory meeting
Evaluation, possibly with manager
All course materials incl. "Fire & Shield" book
Mentoring hotline

Registration & information on 2971 0905 or
[click for direct registration](mailto:info@fireandshield.com)
info@fireandshield.com

To be invoiced at time of order.



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