

INDIVIDUAL LEADERSHIP BOOST

EXPERIENCED MANAGERS



"Give me six hours to chop down a tree and I will spend the first four sharpening the axe". Abraham Lincoln's immortal words underline the importance of constantly upgrading and updating our skills as leaders.

Maybe you are one of those leaders, looking to take your leadership to the next level, with maximum effect and minimum time invested?

Maybe you wish to boost your leadership but find it hard to engage yourself in a large learning group and take full days away from your office. If so, our Individual Leadership Boost is just for you.

Tailored to fit your needs and your schedule, we adapt the program to your challenges. 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 help you structure it while teaching you 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:

- Personal Leadership. The best version of me as a leader.
- Leading Leaders, true delegation and acting through others.
- 21st Leadership challenges: Distance, specialists, millennials, FOMO, diversity and personal branding.
- Efficient communication, tailored to the receiver.
- Next level stakeholder management.
- FIRE & FIRE Tools. Feedback Focus. Ignite and activate your team to drive for results.
- SHIELD & SHIELD Tools. Prioritization Focus. Preventing stress in my team and keep motivation high.
- The best version of you as a leader. Authenticity. Reading a situation to 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

INDIVIDUAL LEADERSHIP BOOST. EXPERIENCED MANAGERS SUGGESTED PROGRAM

MODULE 1: LEADERSHIP

Personal leadership & my personal brand

- 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 both challenged and protected.
- Setting the frame: Company Values and conditions for leading in my company.
- Personal Leadership and your best version.
- Leadership practice, leading real people through real challenges.
- Key challenges in my current situation.

MODULE 2: SHIELD & SHIELD TOOLS

Prioritization Focus: prevent stress and keep motivation high

- The importance of emotional safety and how to create it.
- 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 3: 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 4: SPECIFIC TOPIC OF YOUR CHOICE

Popular topics include:

- 21st Leadership challenges: Distance, specialists, millennials, FOMO, diversity and personal branding
- Efficient communication, tailored to the receiver
- SHIELD'ing myself, preserving my energy through the day
- Next level stakeholder management

MODULE 5: THE STAR YOU WERE MEANT TO BE

Authenticity focus: Being true to 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

Price includes:

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 info@fireandshield.com

To be invoiced at time of order.

35.000 Excl. VAT



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