

Transitioning Successfully from Specialist to Leader

The leap from being an experienced specialist to a less experienced leader can be significant if you're not adequately prepared. Balancing leading your former colleagues while still handling tasks that require your full attention is crucial.

Our tailored leadership program ensures you make this transition seamlessly, helping you avoid major pitfalls and kickstart your leadership journey on a strong note.

Key Insights Covered in Five Modules:

- Distinguishing time planning and prioritization
- Leading your former colleagues with authority and empathy
- Conducting important (and challenging) conversations
- Leading both upward and downward within the organization
- Navigating a Role Full of Contradictions

Your new position is brimming with contradictions. What once made you an exceptional specialist might pose challenges in your role as a leader, especially if you have to switch between these two roles.

The Great Specialist	The Great Leader
Is exceptionally detail-oriented	Concentrates on the big picture
Has all the answers	Asks all the right questions
Excels at independent task-solving	Excels in delegating tasks and responsibilities
Takes the lead confidently	Prioritizes empowering the team

Transitioning into a role filled with contradictions can be challenging, particularly when your responsibilities still involve acting as a specialist.

In this program, we offer guidance and equip you with the essential tools for a successful start. Throughout the journey, you'll apply your newfound knowledge in practical scenarios, receiving constructive feedback for continuous improvement. Additionally, a direct hotline ensures immediate access to sparring and advice whenever needed.

Your investment:

Price: Our courses take place either individually or as internal courses with 5-10 managers per team.

Group Program: 150.000 DKK + VAT for 5 modules (excluding individual sessions) for the first team. 115.000 DKK + VAT for the following teams with the same program.

Individual Program: 35.000 DKK + VAT for 5 modules, 37.500 kr. for 6 modules

Location: We offer training at your preferred location, whether at your premises, ours, online, or a combination.

What a Program Could Look Like:

Module 1:

- Transitioning from Specialist to Leader
- Understanding the distinction between a specialist and a leader
- Leading a team of specialists
- Embracing the player+coach role
- Defining the characteristics of effective leadership
- Introduction to the Fire & Shield method

Module 2: Taking Control & Prioritization

- Establishing key performance indicators (KPIs) for yourself and your boss
- Developing a business plan, setting goals, and defining KPIs for your department
- Efficient planning and prioritization of personal and team tasks
- Cultivating a CEO mindset, emphasizing responsibility, and effective delegation
- Introduction to selected Fire & Shield tools

Module 3: Communication & Feedforward

- Crafting a shared vision and effectively communicating it
- Mastering essential conversation techniques, feedback, and feedforward
- Tailoring communication to different personalities within your team
- Focusing on the core elements of leadership communication
- Embracing continuous improvement, feedback loops, and swift action

Module 4: Stakeholder Management

- Building relationships through stakeholder management
- Conducting stakeholder mapping exercises
- Leading within the organization and collaborating with colleagues
- Establishing effective communication channels across different levels
- Leading upward by aligning with your boss's goals and profile
- Navigating internal, external, and international communication

Module 5: Consolidation, Support, and Recap

- Strengthening the application of acquired tools through collective collaboration and experience-sharing
- Reviewing prioritization, delegation, and planning
Exploring additional professional content, such as:
- Negotiation techniques encompassing mapping, ZOPA, BATNA, and win-win strategies
- Questioning techniques, encompassing reports, 1st, 2nd, & 3rd position approaches
- Diversity & inclusion, addressing unconscious bias
- Embracing a nomadic mindset (transforming changes into opportunities)
- Utilizing agile tools
- Understanding personality types and effective communication

Working with us you are always guaranteed:

A program customized 100% to your role and organization

Our personal templates from 25 years of leadership experience

A well-tested shortcut to succeeding in the leadership role

A dedicated hotline for constant support and guidance