

# LEADERSHIP 4D Experience™

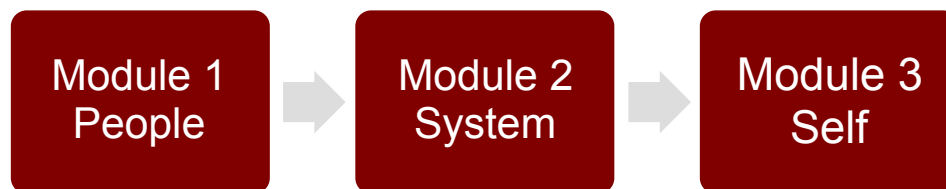
The program integrates three critical aspects of exercising leadership: people, system and self. They are covered in three modules that are fully integrated to ensure most powerful impact and consistency.

## ENHANCED OUTSIDE CLASS LEARNING

To ensure full impact participants continue learning through lived-in, full immersion exercises and peer-group learning.

The **FIRST MODULE** is an entry-stage employing formal Harvard case studies, structured exercises and intensive inter-learning. Here we discuss major leadership competences critical for managing people in larger and smaller organizations. We emphasize key strategies to enhance humane motivation, capacity building and ability to manage trade-offs between short-term and long-term objectives. After this module you will:

- Access deep sources of motivation for your people;
- Get insights into how to build capacity in your organization;
- Explore how to create and sustain organizational culture that brings results.



The **SECOND MODULE** is an advanced stage employing the real-time case methodology and learning from real leadership cases. Participants will be put into a dynamically evolving and sometimes frustrating leadership situation that will give them deep insights into the nature of leadership-authority and organizational dynamics. They will also study and consult their own leadership challenges that will give them new ways of looking at and solving these challenges. In this module you will:

- Get insights how to lead when things become complex and unpredictable;
- Access how to lead when crisis hits and must regain control to strategically reorganize and turn the situation to your advantage;
- Understand system and leadership dynamics that are hidden to you.

The **THIRD MODULE** is an advanced stage where you are the key actor. This module employs deep-going inquiry into the nature of human beings coupled with a Harvard methodology for dealing with individual and organizational change immunities. Here you will reassess your values, professional and personal goals and increase your freedom to perform. After this module you will:

- Explore how to lead with deep sense of meaning and commitment that bring results and personal happiness;
- Enhance your ability to get stable and overcome barriers to change;
- Explore how to become more powerful in what you do.