



Better
Leadership in
humanitarian
NGOs for a
Better World

Advanced Leaders' Development

Your Leadership Choice

from: leadership choices GmbH
for: YOU

NEXT START
January 4, 2021

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The
Advanced
learning
Journey
for leaders
in the
humanitarian
world



NEXT START

January 4, 2021

**We are looking for YOU!
YOU are a leader in the
humanitarian world!
YOU strive for your own
personal development
as a leader.**

**YOU like to invest
10 hours/week in January 2021
In our 4 weeks program.**

PLEASE APPLY and contact us asap!

The ADVANCED Leadership Learning Journey



1: My needs

- Introduction to the program
- Contextualising in the day-to-day management role
- Getting to know each other, trust building
- Reflect on one's own leadership challenges
- Identifying individual needs: formulating personal goals

2: My leadership style

- Applying the content of the virtual leadership course to one's individual setting
- Focusing on strengths & weaknesses
- Deriving development action points

3: Integration

- Reflection
- Applying the content of the virtual leadership course to one's individual setting
- Individually-tailored learning journey
- Action planning

4: Leadership Signature

- Reflection
- Defining my unique leadership signature
- Ensure long-term sustainability of results
- Confirmation of participation/certificate



Leading International Humanitarian Teams

Week 1



Duration

No. of training hours:
4 virtual sessions
of 2 hours each
PLUS Group work, self reflection
and exchange

Time period: 1 week



Set up

100% virtual



Nr of participants

4-6



Trainer

Dr. Claudia Benassi, Germany

Why is this for you?

You are a new leader facing the typical challenges of a global and ever more diverse and inclusive work environment.

This week will support your work as you break down the invisible barriers of culture in humanitarian work

More importantly, this week of training brings you to think out of the box in terms of growth mindset and how to offer inspiring leadership to those who, like you, are devoted to humanitarian purposes and want to work most effectively

Learning outcomes

During this week, you become more aware of, reflect on, and practice

- why diversity and cultural differences are important to leverage when strategizing for better team performance
- what biases and sensitivities can be handled with flexibility to enhance team performance,
- how creating psychological safety in the team influences your leadership, power and effectiveness
- which simple tools can be applied to enrich the fiber of an international team's growth mindset

Content

- What makes an international humanitarian team most effective: what is a given, what is a myth, what needs work
- Tackling Biases and Defending Diversity
- Distinguishing Low- and High-Context Cultures
- Understanding the Role of Psychological Safety
- Rounding off your Leadership Style: Growth Mindset & your team's development
- **Action Plan (work to be done in conjunction with your coach):** Developing and debriefing your own International Humanitarian Team Leadership Strategy



Week 2



Duration

No. of training hours:
4 virtual sessions
of 2 hours each
PLUS Group work, self reflection
and exchange

Time period: 1 week



Set up

100% virtual



Nr of participants

4-6



Trainer

Martin Kruse, Germany

Leading as a communicator: Feedback & Leadership Styles

Learning outcomes

- During these sessions, you'll be guided in a coaching style and will work at your individual leadership challenges.
- You'll understand in which fields you'll be able to develop an improved version of yourself by reflecting your behavior as a leader.
- You'll be more empathic by learning to be an active listener.
- After this module you'll have a much better understanding of your own areas of development. You'll be able to understand the perception of your leadership by your team members.

Why is this for you?

You want to better **understand** your own **behavior** and the behavior of your team, also you wish to improve the effectiveness of your team, the **working climate** and your understanding of the social implications of the way in which you provide both feedback and leadership.

Ideally you want to **create followership**. In order to do so, you want to empower yourself by learning how to adequately **use different leadership styles**.

Content

- **Analysis** of your individual leadership situation and goals
- **Facts & theory** on leadership
- **Application** of theory to your individual situation
- Working your way through a scientifically proven **questionnaire** on your behavior
- **Evaluation** of your perspective
- Ideally, your **team** will also go through these questions and their results will anonymously be **evaluated**
- Definition of development **goals** for yourself
- Definition of **concrete measures** that you'll be taking in your every-day-work



Week 3



Duration

No. of training hours:
4 virtual sessions
of 2 hours each
PLUS Group work, self reflection
and exchange
Plus ISI assessment

Time period: 1 week



Set up

100% virtual



Nr of participants

4-6



Trainer

Esther Goette, Geneva,
Switzerland

Leading and Influencing without Authority

Why is this for you?

You are a new leader, and you want to improve your influencing impact and better navigate the politics of an NGO in order to get things done,

This week will help you understand your own preferred Influencing Style(s). You will learn different influencing tactics, and develop an action plan for your personal influencing challenge (PIC)

Your ability to influence others can empower people development, accelerate results and ultimately ensures an easier working environment.

Learning outcomes

During this week, you become more aware of, reflect on, and practice

- **why** Influence is important
- **what** the connection between influence and leadership is and what the outcome of influence can be
- **How** different influencing styles apply
- **which** influencing tactics are most/least effective

Content

- Leading Self: Discover your influencing style/ Influencing Style Indicator (ISI) assessment.
- Identify a PIC (Personal Influencing Challenge) and work with PIC throughout the week
- Emotional Intelligence (EQ) is critical for effective influencing
- Active Listening & Powerful Questions (recap from other modules?)
- SCARF model and our brain
- Influencing tactics
- Influencing outcomes
- **Action Plan (work to be done in conjunction with your coach):** Work with and address Personal Influence Challenge (PIC)



Week 4



Duration

No. of training hours:
4 virtual sessions
of 2 hours each
PLUS Group work, self reflection
and exchange

Time period: 1 week



Set up

100% virtual



Nr of participants

4-6



Nr of trainers

Swaan Barrett, Germany

Leading through Change and Transition: Overview

Why is this for you?

You are a new leader facing the typical challenges in organizations of our times, the need for continually adapting to and dealing with change and uncertainty.

This week will help you understand and navigate the dynamics of change for yourself and your team.

In addition, you will learn about how to make the most of any change process in terms of ongoing learning and understanding. As a result, you will get a better feel for the people on your team and in your organization, supporting your future growth and development.

Learning outcomes

During this week, you become more aware of, reflect on, and practice

- **why** organizational change always involves the whole person
- **how** you can strengthen your leadership role by facilitating change and engaging others
- **which** types of stumbling blocks and resistance you may encounter
- **where** you can create points of stability even when the going gets tough
- **what** you can do ensure feedback and sustained learning for the future throughout the process

CONTENT

- Understanding processes of change in teams and organizations
- Ways of responding to change
- Feelings, emotions and resistance to change
- The role of leadership and team dynamics during change processes
- Feedback, learning and adjustment
- Communicating effectively during change and transition processes
- **Learning journey:** Throughout, you will apply all input to your own case, reflecting the steps within the group and on your own.