



LEADERSHIP DEVELOPMENT COURSE: AUTHENTIC LEADERSHIP
Introduction to systemic leadership

Target audience

This leadership development program is designed for experienced managers who have mastered the basics of management and leadership, practicing these skills on a daily basis, and faces managerial challenges every day. Perhaps "they already know and have seen everything", and yet does not stop on their way to finding new opportunities.

Let's look for answers to the following questions:

- How to be 100% involved in your manager's job and not burn out?
- How to manage an organization in high uncertainty, out of comfort zone and facing constant changes?
- How to work with the organization on issues of strategic importance and manage change on a daily basis?
- How to make decisions that make the organization a good place to work and grow?
- How to manage a team by involving and developing all employees?
- How to fire an employee without serious consequences for the organization?
- How to successfully influence organizational development and face managerial challenges?
- How to find and unleash your internal resources based on personal experience and strengths.

Learning Objectives and Methods

This training program is designed as an interactive, practical, open environment. The training will use tasks that are supplemented with comments and practical examples from the experience of the seminar leaders and the personal revelations of the participants. The lessons learned from the practical exercises will serve as a basis for further moderated discussions, seeking together the best solution for the situations offered or relevant to the participant.

Training topics

1. Leader and organization

In order for the leader to be effective, it is essential to understand what his task in the organization is - the area of his influence, his goals, his functions. A leader in an organization can achieve a good result if he or she has a clear picture of what he / she needs to do and how.

In this module, we will explore what our tasks and functions are as a leader in our organization. Practical tasks will give us more clarity about what we need to do. Let's explore the obstacles and get to know our resources, and work on creating an internal attitude that is essential to the leader.

2. Understand your business

Often, leaders are confronted with challenging situations within organizations, such as introducing change processes or achieving significantly higher results. Knowledge of the organisation's past experience can be vital to the development of the most appropriate strategy. We will investigate the origins and history of organizations by observing systemic patterns that are unintentionally working within an organization.

The task of the leader is to be able to see these organizational challenges and make the right decisions at the right moment. Understanding your organization is a great asset.

3. Lead, develop and inspire others

Leadership success depends on his team and network of influence. How the relationship is forming between the leader and the team, the informal leaders, the impact network – these things we will study in this module. Sometimes encountering the real situation is not easy, but understanding, how it is, contributes to the progress. Practically interactive tasks that allow you to highlight your situation regarding team leadership and ways to change the situation.

Also, we will discuss how to create an environment where people want to achieve, realize their talents, engage and belong. Really significant achievements are possible by involving people in building a full, solution-oriented environment of trust.

4. Leader's internal growth

And, most importantly, strengthening the leader's personality! Exploring and integrating your personal experience is our greatest asset because 10 books you read cannot outweigh your own experience, with a rule that we learn to learn from our mistakes. It is then that mistakes become lessons.

We will discuss fears, doubts, disbelief in our own strength, distrust in people. We will look for how to support yourself in the leader's work, not to create burnout, negativity and lack of motivation. Just as we can understand ourselves, we are able to support people around us.

Trainers



Iveta Apine has 18 years of experience in training programme development and facilitation, she has 9 years of experience working as executive and team coach. Iveta has worked with business and state sector clients in Latvia and outside, leading trainings in Latvian, Russian and English. She runs trainings, team development sessions, executive coach sessions 1:1.

Iveta is the founder of Systemic Constellations Center Riga (www.constellationsriga.lv) and ICF Latvia (www.icf.lv) and ICG Globalmember.

Iveta's academic education is bachelor's degree in International Business from Concordia International University Estonia and master's degree in international economics and business from the university of Latvia. All continuous education has been obtained on topics connected to adult education and management psychology. Institutions attended include Moscow Institute of Systemic Solutions and Consulting (2015), International Systemic Constellations Association in Germany (2012), Dutch Hellinger Institute (2012), Baltic Coaching Center (2009), NLP Midwest Omaha Nebraska in connection to Nordic Training International (2001, 2003, 2012).



Maija Dobele is an expert in organisational and employee development and Blended Learning solutions. She has gained experience as a member of the team and HR manager in organisations in the periods of growth and change as well as leading different level employee trainings in English and Latvian, and consulting enterprises on the topics of remuneration, assessment systems development, executive level recruitment and development.

Maija has developed and led management skills and leadership development programmes as HR manager for LIDO group as part of internal trainings, Ernst & Young Baltics learning weeks and as a consultant in production, roads building, consulting sector enterprises. Maija is the co-author and project manager of INTEA OTS ready-made e-learning courses <https://ots.intea-elearning.com/>

Maija has Bachelor's degree in Economics and Business from Stockholm School of Economics in Riga and Master's Degree in Business administration and EU Law from Lund University. Maija has acquired knowledge and skills in coaching, supervision and systemic work methods.

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