

Interactive Leadership Development Training “Change As General Rule”

	<p>Target Audience:</p> <p>This training is designed for leaders who are ready to be involved in the training process by allowing the change within themselves and experiencing the effect of changes “on their own skin”, for those who have tried old methods and are willing to explore the next level.</p> <p>Training Goal:</p> <p>The goal of the training is to develop understanding on how it is to really experience changes and from that level lead the followers by changing communication and cooperation style, internal attitude and the way how important decisions are taken.</p>
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Training Topics

We offer one or two days training programme including the following topics:

- **Difference between re-adjustment, change and transformation:** Different views on organization, team and change. What does it mean to experience the change, what is the result and price for implementing change. Reasons, structure and change cycle.
- **Systemic understanding of organisational change and practical aspects in daily management:**
 - Different systemic orders in the organizations, their impact on change processes.
 - Systemic patterns in organizations/team, how they initiate or stop the process of changes.
 - Hiring and Firing, acceptance, release and “saying goodbye” to the processes/people/functions that are not needed anymore.
 - Working with uncertainty during changes and working with decision making processes.
 - Managers’ inner attitude that supports change: leadership, cooperation, clear decision making.
 - Understanding own organisation: importance of origin and history of the organisation.
- **Individual challenges during organisation’s change process:** How to maintain “clear head” and motivation? How to lead employees and projects during the change process?

Methods

Training participants will learn aspects of change management theories by participating in interactive exercises, which will be supported by comments and practical examples from the trainers own experience as well as insight of the participants. They will constitute the basis for further discussions, where participants will be able to take self-assessment and find best solutions for the offered and their own encountered situations. Participants will work on practical exercises individually, in smaller and larger groups, participate in role-plays. Participants will be encouraged to share their opinion and analyse their daily experience, provide constructive feedback to each other which will serve as input for individual development plan to embody defined organisational leadership actions in practice. Trainers will provide observations about management team dynamics and recommendations for further development of each participant.

Trainers

	<p>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.</p> <p>Iveta is the founder of Systemic Constellations Center Riga (www.constellationsriga.lv) and ICF Latvia (www.icf.lv) and ICG Global member.</p> <p>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).</p>
	<p>Maija Dobele is an expert in human resource management, organisational and employee development and trainings. 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.</p> <p>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/</p> <p>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. Continuous education is obtained in coaching and supervision methods.</p>

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