

BLEND Consulting

Blended Learning Leadership development solutions

Target audience

Blended learning Leadership development programs are adaptable to wide scope of experience and hierarchy levels managers' groups. The most suitable and effective training solution will be found taking into consideration company' specifics and actualities.

E-course "Management ABC"

E-courses "Management ABC" in several modules allow fast to acquire united understanding of the manager' role, key functions and basics of management skills as a fundament for further development by practicing gained knowledge in everyday activities and further trainings.

These e-courses are suitable for new managers as well as for managers with practical experience who have not attended management skills classroom trainings or are in need to refresh the management topics and theory included.

Content of all e-courses "Management ABC" is equal to be delivered in 3 day's classroom training:

- 1 - 2. Manager's role and function (Manager's ABC Part 1 and Part 2)
3. Defining Objectives and Tasks
4. Delegating
5. Task Performance Control
6. Giving Feedback

E-course "Management ABC" (6 modules) + 1 classroom training day

- E-course "Management ABC" as home-work before classroom training prepares ground for fruitful discussions and unifies understanding of key management concept of participant group of different levels of experience
- Classroom training consists of practical tasks – discussion, role plays and group tasks based on theory gained in e-courses
- In additional topic of employee motivation or other company's specific actuality is covered
- E-course is available also after classroom training to refresh knowledge

E-course "Management ABC" Feedback module + practical skill's training (4 hours/ small participant groups)

- E-course module as homework ensures united understanding of importance and key principles of constructive feedback
- Classroom training consists of practical role plays and individual feedback from trainer as well as other participants

E-course "Management ABC" Defining Objectives and Tasks and/ or Delegating and/ or Task Performance Control modules + individual coaching or group supervision session

- E-course module as homework refresh main aspects of management theory on a given topics, allows identify typical mistakes and provides tools to avoid them.
- During face-to face session manager(s) work with own and team's tasks and workload, priorities, employee readiness to take on new responsibilities and practically prepares for conversations with subordinates or colleagues.

E-course "Management ABC" + ready-made or adapted situations' e-simulation for skills training and diagnosis of management behaviour

- Development talks
- Employee development & Feedback
- Interviewing skills

Classroom training methods

In classroom trainings and workshop training participants will learn leadership theory 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, will provide constructive feedback to each other which will serve as input for individual development plan to embody defined organisational leadership actions in practice. Trainer will provide observations about management team dynamic and recommendations for further development of each participant.

Trainer

	<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, hospitality and consulting sector enterprises. Maija is the co-author and project manager of INTEA ready-made e-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, supervision and systemic work methods.</p>
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