

## CLEAR LEADERSHIP

*Creating clarity and involvement in complex surroundings*

### Course description

The course offers managers as well as others with leadership tasks (e.g. project managers or team leaders) a valuable opportunity to reflect on their practice and understand the relational aspects of leadership. The focus will be on gaining concrete leadership tools enabling the manager to create transparency and direction while at the same time involving individuals, teams and groups in meaningful dialogues about goals and challenges.

The course is based on the assumption that leadership is relational; we cannot change others, but only ourselves and through this invite others to change as well. Furthermore, there are many perspectives on reality. Appreciating the logic of each person's perspective increases the chances that complexity and diversity leads to innovative and sustainable solutions. A systemic leader is aware of his or her role within the diverse relations, and uses his particular position to create involvement, transparency as well as direction. A systemic leader is curious, appreciative and knows the power of questions, involvement and dialogue to support the development of individuals, teams and the whole organisation while keeping the organisational goals and framework in mind.

### The course will give you...

- A theoretical understanding of systemic and social constructionist leadership
- A chance to reflect upon your own leadership within your organisation ("hats", positions, dilemmas, relations and power) - as well as a sharpened reflective capacity for the future
- An understanding of the power of language and questions - and competences in leading professional conversations with the purpose of (a) developing and coaching individuals and teams and (b) managing conflicts
- An understanding of how to apply the approach in different situations and to different target groups - individuals, teams and groups

### Methodology

The course will consist of a mix of short theoretical inputs, concrete exercises, and group discussions. It is believed that the best way to learn systemic leadership is through reflecting upon and applying it to real-life cases from your everyday work. You will therefore be practicing the different tools on each other and in this way at the same time receive new insights on your current dilemmas.

The course will be based on the theoretical developments within systemic and social constructionist theory applied to leadership. In spite of the theoretical basis, the training will be highly practical.



## Programme

<b>Monday</b>	Arrival in the evening Welcome drink
<b>Tuesday</b>	Introduction: presentations, learning goals and learning contract Input on systemic leadership <ul style="list-style-type: none"><li>• Reflecting on own leadership ( “hats”, positions, dilemmas, relations, domains of communication and power)</li><li>• Connecting to strategy and core task of organisation</li></ul>
<b>Wednesday</b>	Meaning-making processes: The power of questions <ul style="list-style-type: none"><li>• Inquiring into the concrete practice</li><li>• Stepping into shoes of others</li><li>• Systemic coaching and development of individuals</li></ul>
<b>Thursday</b>	Working with teams <ul style="list-style-type: none"><li>• Understanding the phases in team development</li><li>• Separation of dialogue</li><li>• Bridge building questions</li><li>• Connecting to the core task</li><li>• Tools for facilitating dialogue in groups</li></ul>
<b>Friday</b>	Necessary talks <ul style="list-style-type: none"><li>• Necessary talks</li></ul> Looking back at learning goals and developing personal leadership style Evaluation
<b>Saturday</b>	Departure



# PRACTICAL INFORMATION

## Dates, time and place

This course will be organised on a regular basis. [Please check here](#) to see when and where.

All courses will start with a short welcome drink at 20.00 p.m. on Monday evening and end on Friday around 16.00 p.m.

## Consultants

The consultant running this course is either [Yvor Broer](#) or [Lene Mogensen](#). Depending on the group size a second consultant will be attracted. As we are currently enlarging our organisation, we might place another consultant than above at this course and communicate this well in advance of the course.

## Price

The fee for this course is 750 Euros, excluding travel, food and accommodation. This course is in line with the criteria and priorities of the Erasmus+ programme of the EU. This means that you can apply for a grant to cover most costs, given the criteria that you are working in school education, adult education, vocational education or some parts of higher education. [Have a look here for more information](#).

## Registration

You can register for one of our courses by downloading the registration form on our home page, on the [registration page](#) for open courses. After receiving your form, we will reserve a place for you on the course. There is a maximum of 18 participants per course.

In case you want to use the Erasmus+ programme for a grant to cover e.g. travel, accommodation and course fee, more information and application form can be found on the [information page](#) on that programme

After registering we will be glad to assist you in booking a room and arranging your travel.



## About In Dialogue

In Dialogue is a consultancy corporation that works with development of individuals, leaders, consultants, teams, organisations and communities. In Dialogue was established in 2004 and got its recent name in 2007.

Our consultants work within the approach of In Dialogue, when inspiring change, development and growth. We closely follow new academic developments and are proud of translating new theories into practical and sustainable solutions to your challenges. All the consultants have a higher degree in relevant sciences as well as a proven capacity to translate their knowledge into practice - e.g. in relation to coaching, conflict mediation, project management and organisational change and learning.

We operate in various parts of the world, and all consultants have extensive national as well as international experience and are trained in applying their competences in culturally sensitive ways. Our main office is located in Copenhagen, Denmark. Next to that we have an office in the city of Gouda, The Netherlands. Read more on [our homepage](#) or contact us via [opencourses@in-dialogue.org](mailto:opencourses@in-dialogue.org)

## In Dialogues' courses

In Dialogue makes sure that learning at our courses is contextualised and therefore relevant for the challenges of the participants. Theory is put into action through concrete training of new competences as well as through working on the cases from the group:

- The courses are well structured though still flexible to allow for adjustments based on the dialogue with the participants about their concrete challenges, needs and previous experiences
- The international setting ensures an inspiring environment where the diversity of contexts, challenges and ideas are used to increase the understanding of complexity and diverse ways of dealing with issues.
- Our courses are based on a sound theoretical foundation of social constructionist theory. This means that we draw upon innovative approaches such as the narrative, systemic, appreciative and solution focused approaches.
- We believe that there lies a greater potential for development in strengths than in weaknesses. We therefore focus on applying the resources of each participant to reach his/her learning goals and to build an appreciative working atmosphere within the group.
- It is important for In Dialogue that everyone leaves our courses feeling empowered and competent to apply the concrete outcome of the course in his/her daily work - knowing in which situations to use which techniques and when not to use them.

