

LEADERSHIP RETREAT

In-depth consultation on leadership challenges

Course description

This retreat targets (teams of) senior managers/leaders who wish to take time to reflect upon their leadership challenges and receive coaching and guidance on their specific cases.

Topics covered will depend on the actual groups, but ideas could be: challenges related to implementation of strategic changes, strengthening of leadership team, leading middle-managers, leading a political organisation, in depth discussion of strategic development plan and evaluation of previous ones, etc.

The retreat will consist of fewer inputs than other courses and more consulting and peer to peer discussions. There will both be a focus on getting in depth consultation with the consultant, and on sharing knowledge, support and expertise with other managers. The consultations will be based on a social constructionist and narrative approach, and therefore on exploring the complex relations inherent in the problem as well as the many diverse perspectives on the issue. Furthermore we will explore the ideas of each manager about management in general, about the organisation or individuals within it, which might be standing in the way of dealing more constructively with the issues.

The retreat is suitable for senior managers that have attended one of our leadership/ strategic management courses, and can be used to follow-up on challenges related to implementation of ideas from these courses. However, it is also open for those who did not yet follow these courses. Depending on prior knowledge home work will be provided, making sure the group starts off at a high level. The group will have max 10 participants.

The course will give you...

- A chance to look at your current management challenges
- A chance to follow-up upon ideas and learning from previous leadership-course (like the one we are offering)
- A chance to work on coordinating your ideas within the management team
- A more in depth understanding of the social constructionist and narrative approach to management and organisational change
- A network of other managers for further in-depth reflection



Methodology

As mentioned above the retreat will be shaped by the concrete challenges and questions brought in by the group and the working approach will mainly consist of consulting and coaching. The consultations will be based on current research on management and strategic change - particularly from a social constructionist and

narrative perspective. Theoretical models will be brought in based on their relevance to the emerging topics.

Programme

Tuesday Arrival in the evening
Welcome drink

Wednesday Introduction to group and challenges brought in by the managers.
Consultation on cases

Thursday Consultation on cases

Friday Consultation on cases
Learning to take home
Evaluation

Saturday Departure



PRACTICAL INFORMATION

Dates, time and place

[The retreat](#) will be located in lovely venue in the Alps, below Linz, Austria. The training will be hosted on an old building, build in 1583 for some local loggers, but recently fully renovated. Participants will be staying in the three nearest hotels and transportation between hotels and the training venue will be provided (included in the price of this course)

The retreat will start with a short welcome drink at 20.00 p.m. on Tuesday evening and end on Friday around 16.00 p.m.

Consultants

The consultant running this retreat will be [Yvor Broer](#).

Price

The fee for this course is 600 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

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.

