

# EXECUTIVE LEADERSHIP DEVELOPMENT: LEADING FROM THE INNER, THE OUTER AND WITH OTHERS



 **GovStrat**®

Always the first and best in everything we do®

THE PRE-EMINENT AND ONLY CARIBBEAN-BASED PROVIDER OF  
ACCREDITED CORPORATE GOVERNANCE LEARNING INTERVENTIONS SINCE 2003.

## LEARN, NETWORK, GALVANISE AND GROW

COUNTRY	DATE	VENUE	COST (US\$)
Jamaica	Tues.-Wednes., March 7-8, 2017	Jamaica Pegasus Hotel	1,750.00 plus GCT
Trinidad and Tobago	Tues.-Wednesday May 9-10	Radisson Trinidad	1,975.00

Register online at: [www.govstratltd.com/upcoming-workshops/registration-details](http://www.govstratltd.com/upcoming-workshops/registration-details)

### CONTACT INFORMATION

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[www.govstratltd.com](http://www.govstratltd.com)

**GOVSTRAT STATEMENT OF QUALITY ASSURANCE**  
**WHAT SEPARATES OUR SERVICES FROM THAT OF OTHERS**

Learners at each of our workshops will benefit from the knowledge and expertise of leading international, regional and local corporate secretarial expert practitioners, board governance facilitators and leading academicians. Our Learning Facilitators/Consultants have in-depth knowledge and working experiences (in excess 100 years cumulatively) across the Caribbean and on Four (4) Continents while having obtained specialised and world-class education and training. They bring local governance case studies, critical references and case laws to bear while comparing these with “best-in-class” global practices. At GovStrat, we do not apply “one size” governance model to fit all. We believe each Organisation and Leader (in the public or private sector) is unique and requires specialised attention whether through our public/advertised or bespoke learning and consulting interventions. GovStrat has the experience of training more than 6000 Directors, Senior Managers and Government Ministers in more than twenty countries.

**PRIMARY GOAL:**

The key aim of this course is to sharpen and awaken latent positive abilities from within leaders to assist them to lead with confidence and assertiveness in their drive for results. They will improve coaching and mentoring skills to improve both individual and team performance.

**KEY EXPECTED LEARNING OUTCOMES:**

On completion of this course, leader learners will have a comprehensive grasp of and be better at:

- cultivating power without being intimidating;
- differentiating different leadership and management styles and where one fits;
- developing and articulating a shared vision and strategy for their organization;
- inspiring people to commit to achieving the shared vision;
- demonstrating clear and coherent oversight and monitoring abilities;
- effectively involving people in decision making;
- spotting potential and developing people;
- exercising humility to work in the background when necessary;
- giving people freedom to do their job well and trust them enough to let go;
- taking a collaborative or facilitative approach in working in partnership with diverse groups;
- challenging the system when change is needed;
- seeing change as an opportunity, not a problem;
- holding people to account for what they have agreed to deliver;
- creating a climate of support and accountability, rather than a climate of blame;
- appreciating being held to account by others;
- influencing relationships which are critical to achieving results;
- employing a range of influencing strategies;
- coping with ambiguity, crises, organisational changes and transitions;
- initiating and fostering a network of relationships that help to get things done;
- communicating effectively with the media, stakeholders and peers;
- building a culture of business continuity and management succession.

## HIGHLIGHTS OF CORE CONTENT:

- Leadership vs. Management
- Leading vs Directing
- Creating a Vision
- Setting Direction
- Followership
- Emotional, Cultural and Social Intelligence
- Cognitive ability and emotional competence in individual and team performance
- Mentoring and Coaching
- Collaborative Learning
- Collaborative Working & Team Building and Development
- Delegating vs. Micro-Management
- Strategic Influencing
- Appreciation for Diversity
- Ethical Leadership
- Persuasion and Negotiation
- Leadership Communication
- Conflict Management
- Performance Management
- Succession Planning
- Corporate Governance and Accountability

Instruments, techniques and team exercises (case studies) may include: Belbin's Self-Perception Inventory; Choose a Colour; Team Development Scale; Johari Window; Appreciative Inquiry on Team Effectiveness; Team Primer: Types of Teams; 360 degrees performance assessment scale; emotional and cultural intelligence psychometric assessments and many others.

**Note: Customized sessions for Senior Managers/Executive Management are available. We train a minimum of 10 and a maximum of 30 learners in any given session in this model. The client provides venue, equipment, refreshments and lunches, pens and writing pads –based on the specification of the facilitators. Call and let us discuss content and costs commensurate with your needs.**

## **OUR FACILITATORS**



### **PROFESSOR TJAI NIELSEN**

Prof. Tjai Nielsen concentrates on conducting impactful research on topics ranging from leadership and work team effectiveness to predictors of international investment, delivering transformational learning experiences to students, and partnering with clients to improve their effectiveness. He is currently Associate Professor of Management at High Point University (HPU), Director of the HPU MBA Program, and an international faculty member at Copenhagen Business School. Prior to joining HPU in 2012, he was Director of Executive Education, Dean's Research Scholar and Professor of Management at The George Washington University School of Business. Dr. Nielsen has won multiple teaching awards for his work leading classes at the undergraduate, graduate, and doctoral levels. Prior to his academic career, Prof. Nielsen worked as a management consultant for RHR International, a premier executive consulting firm founded in 1945. In this role he partnered with organizations to assist them with executive selection and development, succession planning, strategic alignment, and team development. Prof. Nielsen has worked with a variety of organizations within the financial services, consumer products, retail, pharmaceutical, and utility industries across more than 20 countries in North America, Europe, the Caribbean, and the Middle East. He continues to consult and provide executive education services to several client organizations.

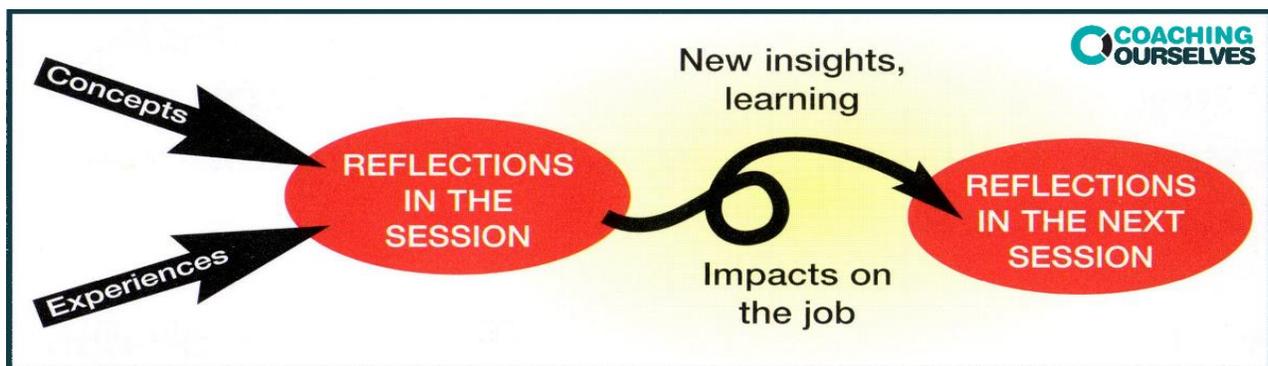
Recently, Prof. Nielsen was invited to join a United Nations Expert Group on Diasporas and Development and received a Best Reviewer Award from the Academy of Management. The majority of his research concentrates on the motivational and behavioural contingencies that impact leadership, team performance, and the dynamics of international investment patterns. Prof. Nielsen also integrates a significant background in consulting with his academic work. Prof. Nielsen earned his doctorate in Industrial and Applied Psychology from the University of Tennessee (Knoxville), his master's degree in Education from Western Carolina University, and he holds an undergraduate degree in Psychology from Virginia Tech. He is a member of the Academy of Management and the Society for Industrial and Organizational Psychology, among others.

## PHIL LENIR



Phil LeNir is co-founder and managing partner of CoachingOurselves, a peer-group coaching approach he developed with world renowned professor Henry Mintzberg. Over 20,000 managers around the world now use a CoachingOurselves based program to develop leadership capacity and improve their practice of management. He has worked with hundreds of organizations around the world designing and delivering leadership development programs. He is an accomplished presenter and delivers public workshops and presentations at conferences around globe. Phil has also authored numerous articles on leadership development and wrote a book on social and informal learning for management development which has become popular in Japan.

Prior to CoachingOurselves, Phil held senior leadership positions in software firms specializing in speech recognition systems. Phil holds a patent on Speech Recognition and Speaker Verification using distributed speech processing and was responsible for developing speech recognition systems used by millions of people each year. Phil has a Masters in International Management and Bachelors in Electrical Engineering from McGill University in Montreal, Canada.



Earn 14  
CPD Units

## REGISTRATION DETAILS

### **EXECUTIVE LEADERSHIP DEVELOPMENT: LEADING FROM THE INNER AND OUTER AND WITH OTHERS**

**Tuesday –Wednesday March 7-8, 2017, Jamaica Pegasus Hotel**  
**Tuesday –Wednesday May 9-10, 2017, Radisson Trinidad Hotel**

#### Fee Structure and Policy

- A. A Group of four or more learners from the same company will obtain a 10% discount.
- B. All payments must be made at least 10 working days before the event.
- C. Registration closes 10 working days before the commencement of the event.
- D. No refund for cancellation within 10 working days of the event. Substitution of persons is allowed providing that notice is given within 48 hours of the event.
- E. Fees include lunches and refreshment breaks, course package; a *Certificate of Participation* and participants will obtain 14 CPD Units where required. In addition, fees include voluntary emotional intelligence testing of participants.
- F. The hosts and organisers reserve the right to cancel the event without prior notice. In this case, full refund will be made to registered and fully paid-up individuals.
- G. We accept corporate and manager's cheques and bank-to-bank transfers.
- H. Self-financing private individuals are required to pay with cash, bankers' draft or produce personal cheques 10 working days before the event.

#### **APPLICATION SECTION**

Company Name \_\_\_\_\_ Contact Person \_\_\_\_\_

Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Please to register the following persons by filling out the columns. Write E-mail address above these columns.  
You may make additional copies as the needs dictate.

_____	E-mail: _____	_____
Representative's Name		Position
_____	E-mail: _____	_____
Representative's name		Position
_____	E-mail: _____	_____
Representative's name		Position
_____	E-mail: _____	_____
Representative's name		Position