

## Trainer



John Farrer MA (OXON) PGCE is a passionate believer in the business case for training; having partnered many world class organizations in strengthening their management team and exceeding their growth targets. After graduating from Oxford University in Natural Sciences he moved from

teaching, through sales and marketing, to training and consultancy. He has developed a learning laboratory methodology which combines the rigour of the scientific approach, the inspiration of neuroscience and the practicality of emotional intelligence. He is qualified as a Myers Briggs and PRISM practitioner. Assignments around the world include development of executive teams, conference facilitation and culture change. He has addressed seminars on many leadership topics, including: Changing Corporate Values, Bullying, and Creativity. Personal quote: "To develop the business, develop yourself!"

## Information

Good knowledge of English language required

Target group:  
Managing Directors, Owners of Business,  
HR Development Managers, HR Managers

Dates  
upon request

Price:  
EUR 2.900,- including behavioural profile PRISM (online),  
three days of training, two individual coaching sessions,  
training material, conference package and dinner.  
Logis and VAT is extra.



Leadership & General Management

## Leadership Programme for Global Managers and Executives

## CAMPUS Königstein®

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CAMPUS Königstein®



## Content & Aim

This programme is an opportunity to develop yourself and your career and increase your emotional intelligence. It will enable you to think and act as a global manager able to:

- Identify your personal leadership style and understand the impact it has on those around you.
- Adapt your leadership style to the needs of the people you manage.
- Lead and manage change successfully.
- Manage and organise your resources effectively to achieve business results.
- Address conflict in the workplace in a positive and constructive manner.
- Develop the performance of others through coaching and feedback.
- Deal with poor performers.
- Create leaders in those you work with.
- Work as an effective team member of a management team.

## Methodology

Prior to coming on the course you will complete an online behavioural profile, PRISM, a tool based on the latest neuroscientific research, which will give you valuable insights into both yourself and others.

The methodology is experiential, and you will both lead activities and receive feedback on your leadership style. In addition you will practise relevant skills such as influencing, presenting, delegating, problem solving, team leading, coaching, feedback, setting objectives, identifying a vision and building a team.



## Content of the 4 different modules

**1. International Manager** – Leadership; what is it, when do you show it and how can you develop it? Developing flexibility and the ability to use different Leadership styles. How to think like a leader and increase your power rating in terms of being able to influence bosses, clients and colleagues.

**2. Self Awareness** – What are your drivers, strengths and areas for development and what is your optimal path? How to establish personal balance and use your job to acquire the experience that you need. How to identify and combat burn-out.

**3. Developing individuals and building teams** – What is emotional intelligence and how to use it with remote team members? Communicating across cultures and locations, gaining commitment by valuing other perspectives and promoting creative thinking and problem solving.

**4. Improving business skills and impact** – How does a leader communicate in teleconferences, meetings and emails? How to manage conflict, give feedback, and manage conflict.

**PLUS:** Two coaching sessions - After 1 & 3 months. What have you applied and what more do you need to do? Your coach will support your ongoing development.

## Result

The learning will result in more authentic behaviour and richer relationships. It will also generate pragmatic ideas that will be applicable immediately and which will enable you to identify a personal development plan to implement over the next 12 months. Two individual coaching sessions following the course will sustain your ongoing development.



## Trainer

**Dr. Thomas Oehler**, born in 1959, Coach and Trainer, was managing director of international companies in Consulting and Counselling services, Media, Cosmetics and Advertising. With a Master's degree in science communication, sociology and philosophy, Postgraduate studies in psychology and a Phd in Economics/ Management, Dr. Oehler has worked in France, Germany, China, USA, UK, Czech Republic, Hungary, Italy and Austria. His areas of expertise are: communication, stress management, motivation, negotiations, conflict management, mediation, team-building, and integration of new executives within a company. His coaching methods consist of active discussion, self-exploration, psychological methods, breathing techniques, focused interviews. He speaks English, French, German, Hungarian.



**Anita Chanda MA.FCIPD** is a leadership consultant, working with multinational companies globally across different sectors. Prior to joining POD, her corporate experience was gained in leading South African, British and Indian firms. Her areas of expertise are performance management, change-management and cross-cultural communication. She is a Fellow of the Chartered Institute of Personnel and Development with a MA in Strategic Human Resource Management and is a MBTI Practitioner. Anita has a passion for painting pictures and travelling. Personal quote: "Many of us are always on the go and forget our 'Pause' button. Helping people reflect, focus on what they can change and then see a difference, is truly rewarding".