

EXAMPLE PROGRAMMES

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MANAGEMENT DEVELOPMENT

A. Management Development Programme based on the Spirits* of a Japanese Company

* The so called 'Spirits' are the shared values of the company, are the framework of the whole MD-programme.

These Spirits, in connection with the Strategy, mission and vision of the Company, are presented in the first 2-days workshop. This is the kick off of the whole programme, consisting of two times a 2-days workshop, with a period of 2 - 3 Months of e-learning and implementing assignments in between. In workshop 1 the participants also practice basic leadership tools enabling them to apply the company spirits effectively. Workshop 2 is building on further leadership-tooling connected to the spirits, f.e. build relationship, leadership styles, coaching, feedback and team-development.

B. Management Development Programme based on leadership and soft-skills

A global company needs to focus/improve on collaboration, both internally and with its external stakeholders. This MD-Programme (MDP) is built around leadership essentials, including setting goals, professional communications, 'leading, coaching and managing', motivation and influencing styles.

The kick-off session with participants and their managers forms the starting point of the programme, to agree learning objectives and to prepare with a personality questionnaire. Followed by a 6 Months learning journey of three blocks of 2-days workshops and supervision sessions in between. The Buddy-system is included, to increase impact.

Followed by a mixture of workshop days (giving the high level view of the PMI method), supervision sessions to reflect on daily work, individual coaching to focus on blockers and finally evaluate impact of training with manager, participant and trainer.

Remark: In case of global delivery and / or higher volumes, all above MD and PM training programmes can be delivered, with global partners, like IBM - NLD or IBM Japan.

PROJECT MANAGEMENT

C. Project Management Programme based on Leadership skills

A global company wants to develop their Project Leaders skill sets: improving Effective Communication, Managing Stakeholders and Performance of Teams. The PM programme is built around these 3 themes.

Start with a kick-off session, involving management and participants, after one month block 1, a 2-days workshop, after 3 weeks, super-vision 1 a reflection session, connecting real live cases, after 3 weeks block 2, and so on. One individual coaching session is included half way. The use of buddy-system is included.

D. Project Management Programme based on PM-Process skills

A global company wants to develop their Project Managers on PM skills.

Based on the PMI methodology a PM programme is designed, following the complete project life cycle. The aim is to develop a helicopter view: to make the participants think, act and feel in balance with the means and methods they have to / or are able to apply.

Becoming a 'smart' PM, being aware of the right focus, being pro-active with a consistent approach:

Doing the right things.

Doing things right.

A learning journey of 5 - 6 months, starting with an individual intake session with trainer, participant and manager, to manage expectations and to agree learning objectives.

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INDIVIDUAL COACHING

Become more effective and have fun

E. Individual Coaching

Applying a mixture of coaching theories, models and philosophies.

step one: Diagnose

step two: agree a coach journey. (i.g. 4 sessions, than evaluate, than agree further steps)

Each session: applying the GROW- coach model to ensure focus on results each session.

Possible approaches: ZEN 'here and now', ZEN way of living, systems approach, transactional analysis, body work, and other, when applicable.

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