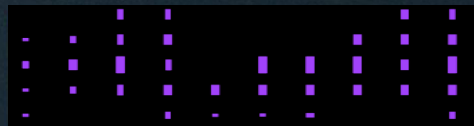




TALOGY



LEADERSHIP

For **PEOPLE-FOCUSED**,
HIGH-PERFORMING
leaders who are ready
for what comes next

Leadership: Leveraging Yourself



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Audience

Departmental managers,
experts,
high-potential unit or project
managers, executives willing
to renew their leadership style.

Today's leaders must embody resilience, compassion, focus, and agility - going beyond task-based leadership to leading from a foundation of authenticity and empathy. Skills-based leadership must now evolve to a more people-centered approach, starting with the leader as manager or change agent.

Developed using the latest research and insights, Talogy's Leadership model redefines the attitudes, skills, and behaviors needed for impactful leadership - providing leaders with the critical qualities needed to successfully lead change while supporting and enabling others to thrive in uncertainty.

The HRP way

Leveraging Yourself is an HRP programme specifically designed to help emerging leaders assess and develop those crucial skills. By taking participants from insight to practice, *Leveraging Yourself* rightfully represents the most impactful open development programme in Greece.

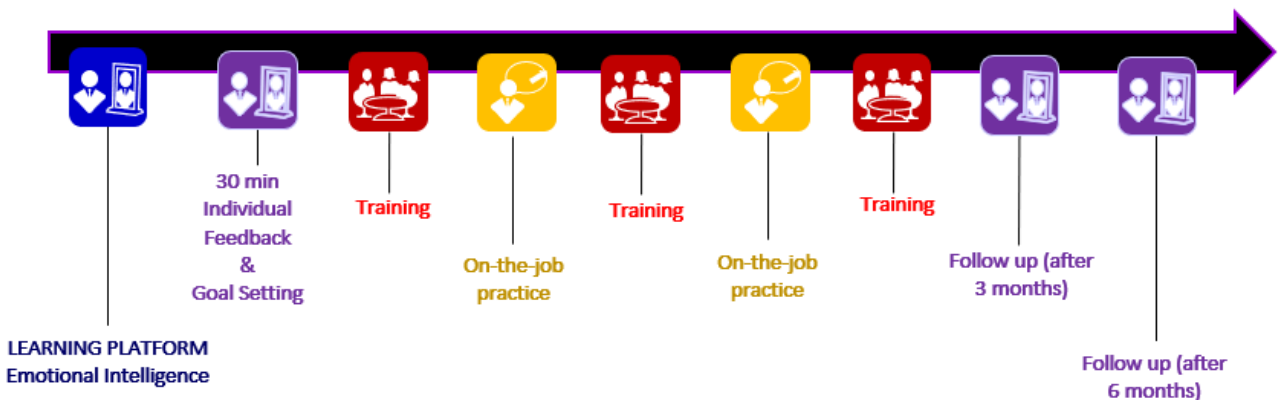
We apply the **HRP way** in a time span of 6 months:

Synchronous learning:

1. Measuring starting point
2. Individualized feedback
3. Group Instruction
4. Group Discussions
5. Role Plays & One Minute Cases
6. Feedback from the Group
7. Action Plan & Stretch Activities

Asynchronous learning:

1. Application on the job
2. Report on the Application



Content

DAY 1: STABILITY

- Presenting to the group: **who am I?**
- The **Emotional Intelligent** Leader: dealing with competing demands and enhancing my learning ability
- Building **Trust** in **Remote** communication
- The fundamentals of **influencing**
- Seeking for solutions: the 3 levels of **Active Listening**

DAY 2: PERFORMANCE

- **ROMA**: TPs report on their **Application**
- Fixing concrete and realistic **objectives**: the Skill/Will Matrix
- Core tenets of our **coaching** role and mentality
- **Feedback**: the breakfast of Champions
- **Performance** dialogues: helping people evolve
- Dealing with low performers / over-performers
- **Praise**: a process of consideration and respect as well as one of motivation

DAY 3: PEOPLE

- **ROMA**: TPs Report on their **Application**
- **Communicating a difficult decision** and managing the reactions
- **Saying 'No'**: how to adopt and maintain a firm stance
- Mastering limbic reactions: being flexible **under pressure**
- How to respond effectively to the emotional side of relationships
- **Conflict** management: from mutual agreement to arbitration, how to 'come out on top'

DAY 4: TRANSFORMATION

- **ROMA**: TPs Report on their **Application**
- The **realignment session**: helping individuals live up to company's values
- **Negotiation**: the fundamental attitudes for a win-win solution both internally & externally
- Venturing **initiatives**: how to champion an idea
- **Change management**: how to manage different emotional reactions of employees

Our approach to personal and leadership development is to start from the inside out. High Emotional Intelligence leads to effective leadership behavior, which creates a positive organizational climate, that produces business results.

For the Participant:

1. Learn in a safe environment
2. Transfer at work and ongoing support
3. Lay foundations for ongoing personal growth

For the Company:

1. Benefit from input of participants from other companies
2. Test the **HRP way** and long-lasting impact
3. Start building an in-house development apparatus or learning journey

Benefits