

ORGANISATIONAL DETAILS

- All-inclusive investment*:
5.500 € FOR 6 DAYS (+ 21 % VAT)
- As we work in small groups with limited number of participants, we recommend an in time registration

LOCATION

- Hotel 't Sandt, Antwerp (BE)

DATES

- **EDITION 15 :**
23. – 25.10.2024 (MOD1)
+ 11. – 13.12.2024 (MOD 2)
- **EDITION 16 :**
26. – 28.03.2025 (MOD 1)
+ 14. – 16.05.2025 (MOD 2)
- Starting at 10 am on the 1st day
- Ending at 5 pm on the last day
- We are going to work in the evenings

LIST OF CLIENTS

(extract):

- Audi AG (D,B,S)
- Athlon/Daimler Financial Services (D, B, NL, S)
- BST Belgian Scrap Terminal (B)
- Carl Zeiss AG (global)
- Dassault Systemes – 3DEXCITE (global)
- DB Schenker (SEE)
- European Investment Bank (Lux)
- Finvision (B)
- Generali (D)
- Hellmann Worldwide Logistics (D)
- HILTI Kunststofftechnik GmbH (D)
- Infineon Technologies AG (global)
- Intel (global)
- Jacobs Transport (B)
- MAN Trucks & Buses (D, UK, Nordics, Poland)
- Raiffeisen Bankengruppe Tirol & Kärnten (A)
- Sennheiser electronic GmbH & CO. KG (global)
- Thoen BV (B)
- TÜV Süd (D)
- Uni Potsdam (D)
- Vinci Energies (D, B, NL)

* Cancellation conditions:

- free up to 8 weeks prior to the seminar
- 50% of the total fee up to 6 weeks prior to the seminar
- 100 % of the total fee up to 3 weeks prior to the seminar

REGISTRATION

To register or find out more about this course, please contact:

PATRICIA VAN OVERSTRAETEN

Phone D: + 49 1520 641 35 95

E-Mail: patricia@vop.world

You will also be contacted personally by phone by the consultants during the registration process.

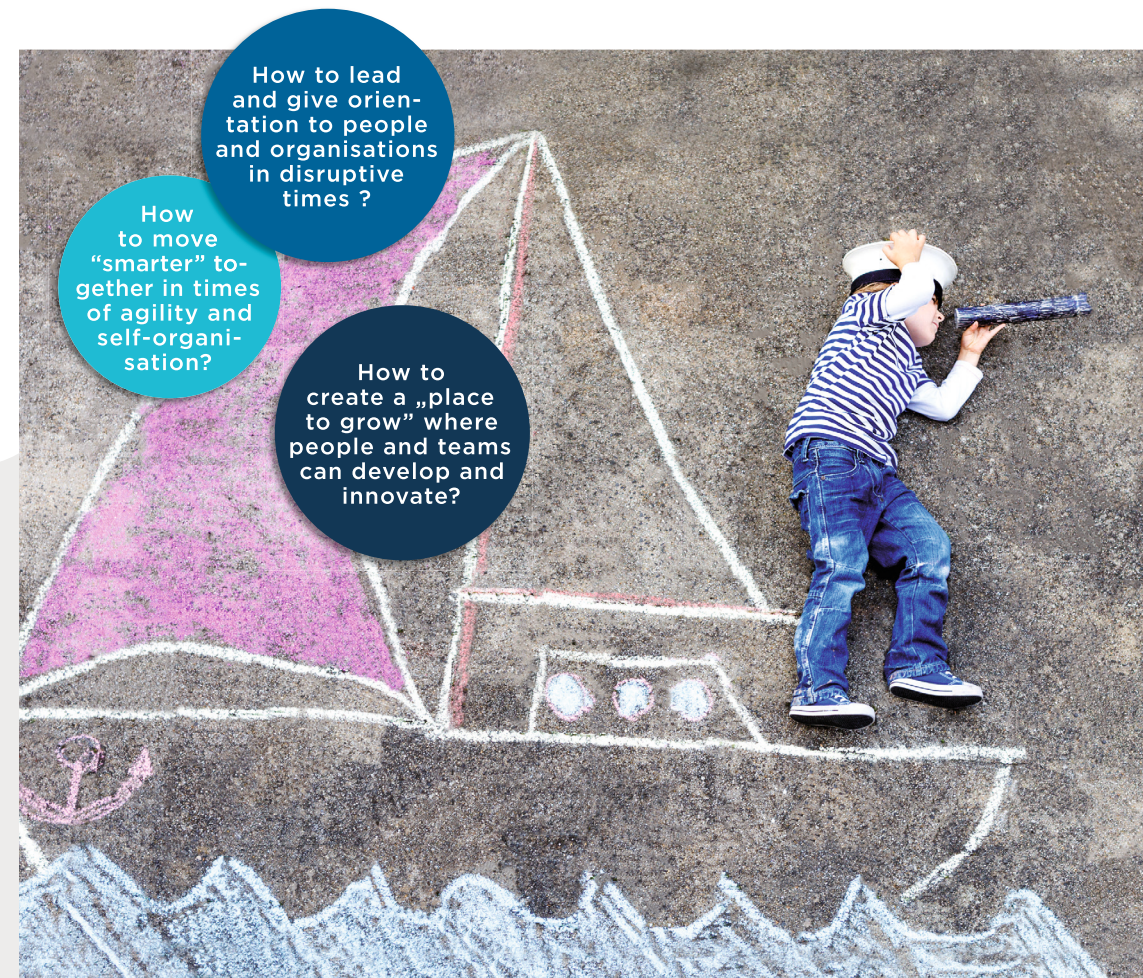
TESTIMONIALS

Available on demand

Voor Vlaamse bedrijven komt KMO-portefeuille en educatief verlof in aanmerking

MANAGING COMPLEX CHANGES BY SYSTEMIC LEADERSHIP 2024/2025

Transforming complex situations on individual, team and organisational level with a customised and pragmatic systemic toolbox for executives, consultants and coaches.



THE ESSENCE OF SYSTEMIC LEADERSHIP – IN A COMPACT COURSE!

Today organisations increasingly find themselves operating in a demanding AGILE and VUCA environment. Together with their clients and other important stakeholders they need to adapt and respond smartly.

To achieve this, it is crucial to develop a mindset of openness and profound skills to reflect on the changing perspectives. This becomes even more pivotal in today's virtual and multi-cultural business environment.

Furthermore making use of a pragmatic toolbox to actively design and lead change-processes on the levels of Strategy, Structure and Culture could be beneficial.

In other words, they need a framework (systemic approach) to develop and grow which

- encourages the problem-solving capabilities of organisations, teams and individuals,
- provides them with a toolbox to make smart and lasting decisions,
- makes the best use of staff and team strengths & competences,
- fosters entrepreneurial & self-organised thinking and acting,
- creates an appreciative, motivating environment and an organisational culture in which people may show initiative and involvement: a great place to work and grow!

Our “Systemic Leadership” seminar is designed to provide participants an in-depth introduction to systemic work and will empower them to use specific transformation tools and methods.

SEMINAR GOALS

- Understanding & making use of the basic principles of systemic thinking within daily work
- Getting familiarised with the key systemic tools (questioning & interview techniques, conflict tool, peer consulting, ...)
- Ability to facilitate and lead group processes by using a systemic model designed to encourage cooperative communication
- Strengthening the self-reflection on leadership & readiness for change

METHODOLOGY

Concrete business cases from the participants' own daily working environment will be used to demonstrate the basic principles of the systemic approach.

Theory will be backed up by in-depth exercises & own case studies.

PARTICIPANTS

- Family Owners & Board Members
- Executive Managers and people in key corporate positions
- Personnel and organisational developers & consultants
- Coaches, facilitators and mediators

PHILIPPE STAEHELIN

Economist, Basel,
Network partner
Variety of Progress BV,
Strategy Management,
Organizational Design,
Organizational Development/Change Management and Coaching in CH



PATRICIA VAN OVERSTRAETEN

Economist, Antwerp
Owner of Variety of Progress BV,
Transition expert
and executive coach
in NL, D, E, F



SYSTEMIC LEADERSHIP CONTENTS

The program is split into 2 modules coordinated and led by Patricia Van Overstraeten and Philippe Staehelin. The key focus areas in each module are as follows:

MODULE 1

Basic toolbox for systemic leadership

- Systemic paradigms and principles
- Systemic question techniques: making use of circular, hypothetical, scaling and solution-oriented questions
- developing personal skills supporting systemic leadership and attitude
- Systemic work in different, fast moving contexts
- Central intervention techniques: reflecting team, systemic loop, power analysis, peer consulting

MODULE 2

Handling dialog in challenging situations (face to face, team and organisational context)

- Shaping change communication based on findings of neuroscience
- Handling and dissolving conflict
- Change Energy Curve
- Deblocking Change Resistance
- Designing a Change Project/Program including Stakeholder Management
- Managing the Interplay of Strategy-Structure-Culture