



THE BUSINESS LEADERSHIP ACADEMY

The Management Side of Leadership

- Becoming 'Chief Product Manager' of People
and Performance



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People and Performance

Is Success a Design or an Act of Randomness?

Highly successful sports people are products of deliberate practices. Long term processes of hard training. Designed Acts.

No athlete come close to serious trophies by sheer talent. Winning is no random act.

Similar with successful managers and executives. Thousands of hours of operation hone skills, expand business insights and teach people dynamics – more successes than failures create paths to tread. Guided development over hopeful progression.

Your job in management is to manage – and lead. You are 'Chief Product Manager' of people and performance – deliberately – more efficient and with higher yield than yesterday.

The **"Management Side of Leadership"** offers:

- What is the value chain of people and performance?
- Recruit your people of tomorrow!
- Interview to find true talents
- Onboard people for immediate impact
- 'Delegate' to create challenges and growth
- When coaching/ performance reviews count!
- Re-/up-skill people for future performance
- Promotion and succession planning
- Drive efficient meetings
- When your people are poached
- Exit people well

Why Is This Training Special?

This training complements leadership trainings as you will strive to practice future practises. Learn from agile and efficient organizations how to optimize your management processes.

You'll want to transform your business, your department and push your people and performance to designed standards enabling you to win long term!

Welcome to **"The Management Side of Leadership"**!

Who Should Participate?

You want to have a position of leadership. You are likely 1-2 years into your tenure having attended a leadership training and now want to manifest your complete scope of management skills.

Practicalities:

3 – days training, including 3 x coaching sessions during 6 months following the training;
EUR 3,750.- (excl VAT)

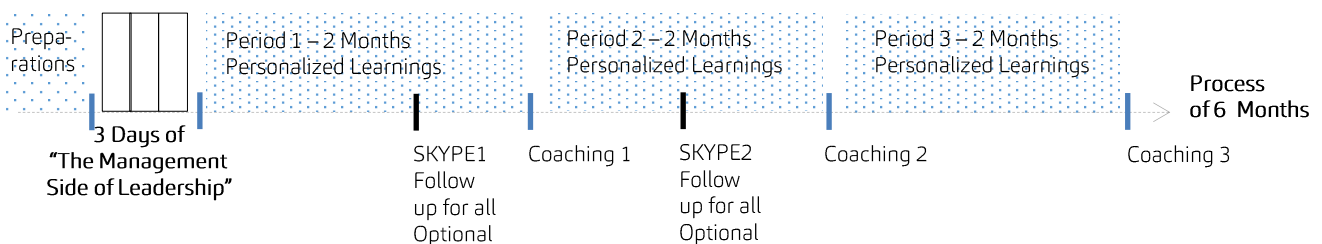
"The Management Side of Leadership" will be conducted annually in Denmark and in English when required by the participants.

Please sign up via:

www.thebusinessleadership.academy

Program & Process

Timing	Day 1	Day 2	Day 3
Open: 9:00AM	Welcome, Introduction, Expectations, OKR's for Day 1	Learning Day 1 OKR for Day 2	Learning Day 2 OKRs for Day 3
	The Value Chain of People – Can World Class HR Become You?	Onboarding – Maturity Ladders for Behaviors, Culture, Performance and Leadership,	Cultures – Design, Roll Outs, Consequences; Positive, Status Quo, Doing Better
	Recruitment – People vs IT, Candidates; Internal vs External, Profiling, Sourcing	Winning People Capital is Design not Randomness, Are Job Classes Relevant?	Let's Talk Satisfaction and Motivation
Lunch: 12:30-1:15PM			
	Interviews – Detect Strengths and Opportunities in People, It's Mostly About Performance Match!	Coaching, Forget Delegation – It's About Ownership of Performance, Efficient Performance Reviews, Yes, We Must Address Re-skilling and Up-skilling	What I Would Do for You...
		Promotions	Putting Learning into Practise
	Hiring – the very Best or a Qualified Compromise?	When Your Employees Are of Interest to Competition, Exits	10 Thing Learned + OKR Review for Day 3
	OKR Review for Day 1	OKR Review for Day 2	Closing 4PM
Homework	Build Your Own World Class Processes and Standards	Design People Capital v2.0!	



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