

LEADERSHIP DEVELOPMENT

St.Galler Executive Leadership Program



MANAGEMENT SCHOOL ST.GALLEN ■
CORPORATE PROGRAMS

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St.Gallen's Executive Leadership Program

How experienced managers can successfully optimize their competencies in the key disciplines of leadership and management.

Whoever takes on a management role cannot rely on experience and routine alone, but also needs to deal with new, unfamiliar – and frequently even complex, unfamiliar – situations. Your leadership behavior should be scrutinised just as closely as your underlying strengths and weaknesses. More than ever, managers need a reliable navigation system to do this. This requires, on the one hand, an integrated body of knowledge which provides security during periods of change, and, on the other hand, an efficient set of tools with which to apply this knowledge.

St.Gallen's Executive Leadership Program provides this navigation system. The modules of the four-part program are based on St.Gallen's management teaching principles, combined with current management approaches. The program also focusses on analyzing and developing your own leadership personality and management behavior. The skills you acquire will allow you to refine your personal and social competencies and integrate these into goal-oriented leadership strategies.

Duration
Recommended duration: 12 days

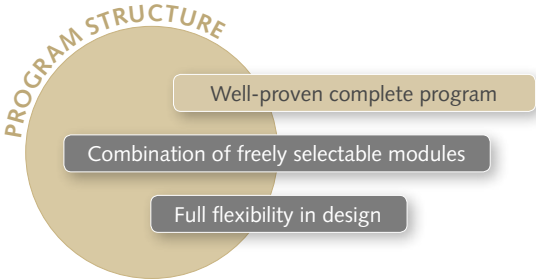
Modules
The comprehensive program delivers expertise and competencies in 4 modules over 3 days. If desired, the duration and order of modules, as well as thematic focus, can be customized to your company.

Target group
Experienced managers who would like to optimize their leadership and management competencies holistically.

Languages
German, English, French, Italian.
Other languages on request.

Special features of the approach and sustainability assurance
The Executive Leadership Program is a holistic qualification approach which combines well-proven St.Gallen models with selected modern up-to-date methods and approaches. It includes a high level of self-reflection of the own leadership role. We recommend that the program includes knowledge of in-house tools, strategies and management guidelines. Selected transfer activities and networking programs between and after in-class modules may supplement this program. **More about this on page 21.**

St.Gallen certification
There is the option of passing an exam at the end of the program and certifying as a **St.Gallen Executive Leadership Expert.**



MODULE 1

Executive Leadership
With experience behind you and an eye to the future: in the first module you will discover how to enhance your leadership personality with interlinked ideas, clear values, personal courage and new energy.

Leadership personality
Personality profile and influence on leadership style.

Managing values
The manager as role model. Exemplifying values. Company values and personal values.

Employee satisfaction and needs-oriented management
Leadership and motivation. Insights into your own management practice.

Leading within and as a team
Designing collaboration constructively. Leading self-regulating teams, and agility.

New management constellations
Collaboration which spans hierarchies, generations and cultures. From traditional hierarchies to network intelligence.

Modern definition of leadership
Manager's role in an age of digitalisation. Breaking down old thinking patterns and recognizing challenges as opportunities.

Energy, ideas, courage
Responsibility, revival and timeless, valid leadership criteria. Handling ambidexterity.

Empowerment
From superior to sparring partner: developing coaching competence.

Practical workshop: reflecting on the leadership role
Identifying and implementing your own leadership principles and living for yourself.

Reflecting on company culture/mission statement: developing a common understanding.

Duration
3 days recommended.

MODULE 2

Strategy & company management
Module 2 gives you the skills to make far-sighted decisions between the conflicting priorities of market opportunities and company strengths. Strategic planning which will lead you faster and safer to future success.

Strategic management
Definition, fundamental philosophy and effect on the long-term vitality of the business.

The integrated St.Gallen management approach
The business navigation system. Levels of strategic and operative management.

Company strategies
Define and design. Strategic analysis, implementation and communication of strategies. Strategic control.

New target groups, new markets
Between grey surfers and digital natives. New target groups in the digital age.

Innovation management
Permanent company renewal; innovative company organization.

New strategy – new business models
Future-shaping strategy processes and methods for innovators: design thinking, business model generation, St.Gallen's business model approach.

Practical workshop: strategy and business models
Defining company-specific "hotspots". Working on strategic themes relevant to the company. Identifying future themes and business models.

Duration
3 days recommended

MODULE 3

Shaping transformation
Chances, challenges, change: module 3 teaches you how to manage change, using skills which are bang up-to-date. These will enable you to develop and implement reliable approaches to transformation processes.

The most important change philosophies
Base model for change. Typical rules of progression for change in live systems. Attitudes, obstacles, behavioral patterns during periods of change.

Recognizing and breaking down set patterns in individuals
Situation analysis. Personal patterns and resources, and how to deal with change.

Creating instability
From dealing with complex dynamics. Enhancing system competence: creating a conscious balance between stability and instability.

Acting as an agent for change
Influencing systems, overcoming obstacles, developing systems in a targeted manner.

Managing and supporting change
Attracting and integrating staff, maintaining motivation. Discovering hidden patterns in the company psyche.

Communication during change processes
No change without dialogue: planning communication concepts, integrating management systems.

Practical workshop: change
Work on specific change processes and projects in the company.

Duration
3 days recommended

MODULE 4

Personality development
Module 4 shows you how to use contemporary methods to manage your complex portfolio of responsibilities more efficiently, maintain your work-life balance better and enhance your strengths.

Focus on strengths
Where do your true strengths and weaknesses lie? Which talents should you develop?

Responsibility and courage
Culture of trust, appetite for risk and dealing with speed.

Focus on the future
Developing an agile mindset. Finding new routes to the goal.

Managerial effectiveness
Concentrating on the essential. Optimizing your own working style.

Focussing on results
What leads decision-making paths to their goal? In terms of strategy, which is the right performance definition?

The manager's toolset
Which tools should a manager have?

Overcoming efficiency thresholds
Where do stress and worry originate from? What exactly is burnout or "bore-out"? Turning problems into opportunities.

Personal impact
Optimizing your own impact and profile.

Practical implementation: contributing to the whole and understanding yourself
Self-reflection and achieving your own goals. Where does my motivation come from? How do I contribute to the company's development? What does holistic thinking mean for me personally?

Duration
3 days recommended