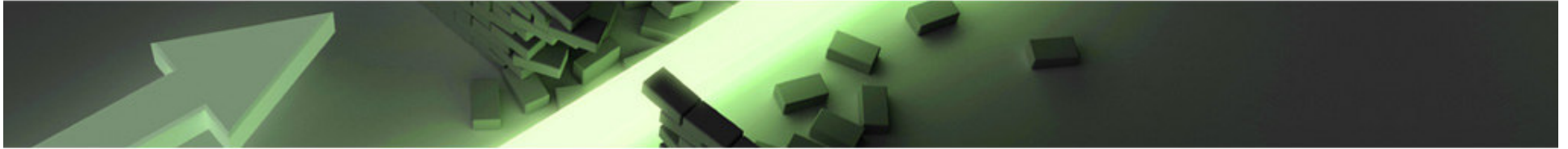


# Encounter

## Leadership Program



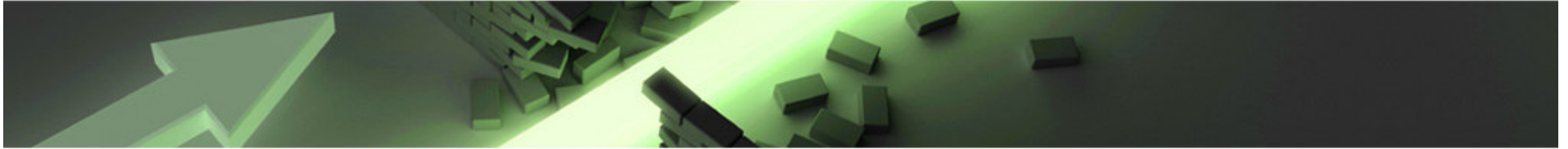
### Who is it for?

Encounter Leadership program is for managers, who dare to challenge their leadership approach and reflect on their leadership role and potential. It is also for all managers or people on supervisory positions who still seek to define their leadership style or would like to revisit the beliefs and managerial model built through their past managerial experience.

### What is the program based on?

The program is based on the following beliefs about developing leadership skills:

- 1) Leadership skills can be developed only when there is a high level of understanding of the impact of one's own behavior on the others and developed skills for communication and building effective interpersonal relations.
- 2) Understanding and knowing the leadership theories and models **does not** help the development of leadership skills
- 3) Mastering and using people management tools and techniques (delegating, feedback, goal setting, coaching, etc.) is not enough without achieving an integrity in understanding and accepting one's role and responsibility as a leader
- 4) In the process of building leadership skills, the process of defining and challenging one's own underlying beliefs and attitudes is inevitable.

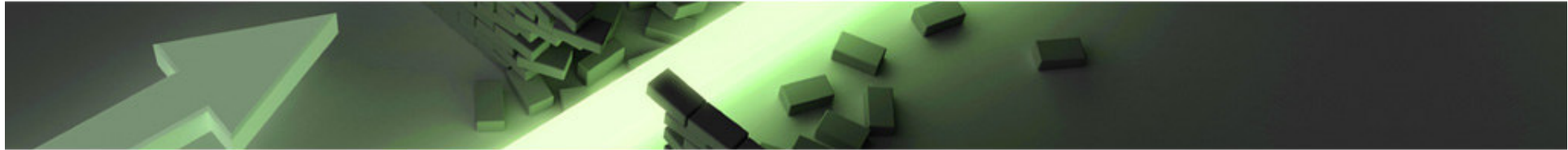


## What is Encounter Leadership Program?

Encounter Leadership Program **does not** aim at learning about leadership theories and models, neither offers opportunity for quick solution tools for people management.

The main focus of the program is reflecting and utilizing one's leadership potential and providing opportunities for development and change both in the level of understanding and accepting the personal leadership role and abilities and conscious and competent applying of methods and skills, associated with leadership behavior.

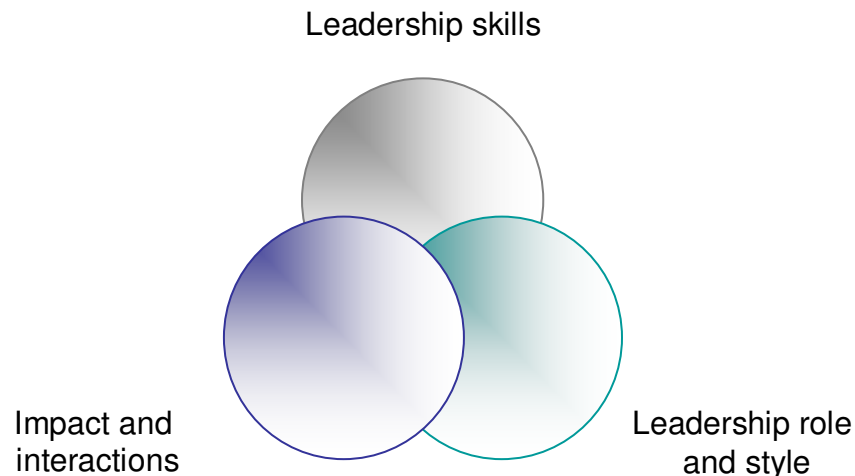
The program uses **experiential learning and T-group** methodology, recognized as the most effective learning method worldwide.



# Philosophy

## How do we understand leadership?

Encounter Leadership Program is based on the beliefs that success at leading people is a combination of three main aspects of the leader's behavior: awareness of the impact the leader's behavior has on the followers and how they perceive the leader; Understanding and accepting own leadership role and style; management techniques and approach, associated with the leadership role of the managers (leadership skills).





# Goals and contents

## What are the goals of the program?

In 3 consecutive training seminars the program supports the managers to develop in each of the previously mentioned aspects of leadership behavior:

- Better understanding of own behavior; awareness for the impact of the leader's behavior on the others and how s/he is perceived by the followers
- Understanding, accepting and experimenting with own leadership role and style
- Development of leadership skills

### Program contents

- Sensitivity training** – 5 consecutive days
- Training “Leadership role and style”** – 2 and a half consecutive days
- Training “Leadership skills”** – 2 and a half consecutive days
- 3 two-hour follow up sessions



# Module 1

**1. Sensitivity training** - 5-days training for enhancing personal effectiveness in communication and interpersonal relations. The training consists of sessions for immediate communication and interactions and sessions for debriefing and reflection on the interactions between the participants. Participants develop their skills for sharing, building trust, giving and receiving feedback, empathy. During the training the managers improve their understanding of the dynamics of interpersonal interactions and the process of appearance and establishment of leadership in a group. Participants have the opportunity to:

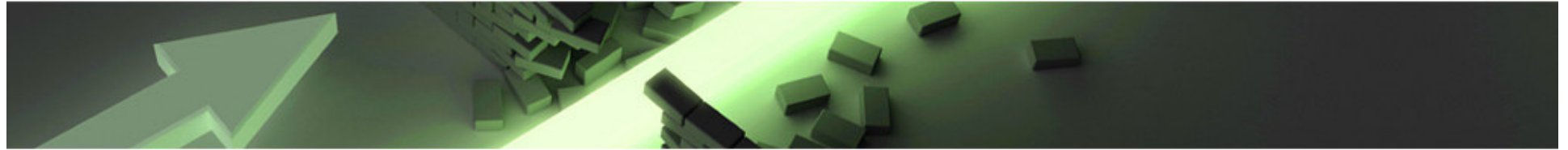
- reflect on their own behavior and interpersonal relations they build in life and business
- experiment with new and more effective patterns of behavior and strategies in interpersonal relations
- Increase their sensitivity to the impact and consequences of their behavior
- Increase their attention and understanding of the behavior and emotional condition of other people both in interpersonal communication and business.



# Module 2

**2. Leadership role and style** – two-and-a-half-days training aiming at understanding own leadership role and developing effective leadership style. Main topics:

- Developing a motivating and involving vision
- Power and influence
- Own leadership role
- Leadership style and approach
- Effective leadership behavior



# Module 3

**3. Leadership skills** - two-and-a-half-days training aiming at mastering specific management skills and techniques associated with leadership behavior. Main topics:

- Development and training employees
- Providing effective and motivation feedback
- Empowering and involving employees
- Setting goals and providing challenges
- Discovering and developing employees' potentials



# Trainer

Ivailo Iliev has 7 years of intensive experience in providing behavioral trainings for skills development for over 40 organizations from different business sectors, including: telecommunications, utility and energy, banking, fast moving goods.

In the period 2004 – 2007, is employed as a consultant and later as manager of a business unit in one of the leading HR consulting companies in Bulgaria.

As a consultant and project leader, he has participated in development and implementation of a number of management development programs for local and international companies. As a member of Henkel CEE Training Academy, in 2006 – 2007, Ivailo has taken part in the development of the company's Leadership Development Program for managers in the CEE region.

During the last 3 years he is working exclusively in the area of development of managerial skills. More than 300 managers on middle management level have improved their people management and leadership skills through his long-term development programs.

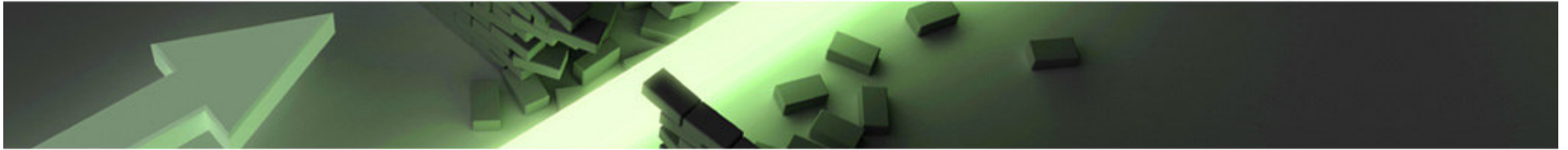


# Organization of the program

- ❑ The program is conducted upon forming of a group or as an company training
- ❑ A group consists of 12 to 14 participants
- ❑ The exact dates of the trainings are set after forming of a group
- ❑ Planned dates for new group start: November'09, February'10, June'10
- ❑ The program duration is 5 months. Trainings are held on a 6-8 weeks period between trainings.

Example: if start is in November, Module 1 – 5 consecutive days in November; Module 2 – two and a half consecutive days in January; Module 3 - two and a half consecutive days in March.

- ❑ Follow –up sessions are conducted one at a time approximately 3 weeks after each of the trainings and last for about 2 hours.



# Pricing and participation

For further information regarding pricing and participation, please contact us @:

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