

# Leadership Development Program

***The leadership program by Paragera is based on science and research. It is proven that programs containing a suitable part of practise and exercise accomplish better result than traditional theoretical-only programs.***

To obtain a permanent transformation we offer a concentration on exercises based on scientific theories and research where you will be able to exercise your leadership in various situations.

The program directs as well new leaders as the ones with many years of experience. Our teaching practise gives you as a participant an opportunity to reflect on your own behavior profile and train your leadership, both from your own experiences and created situations how you meet your employees based on their needs. We call it needs-adapted leadership.

We also assume that the connection between the business and leadership is a prerequisite for successful entrepreneurship as well as motivated and independent employees.

Our trainers have many years of experience as a leader and of leadership development in various companies and organizations.



***” The connection between the business and leadership is a prerequisite for successful entrepreneurship”***

## PARAGERA OFFERS Customized or Open Program

***Paragera has for several years carried out appreciated tailor-made leadership development programs for companies and organizations. We adapt our program to your needs and carry out the training so that the time, place and period suit you.***

If you do not have the option of a customized program, we also annually carry out two open programs, divided on four occasions over a period of 5-7 months. It is beneficial to have participants from different companies given the opportunity to think outside the framework and be inspired by the other participants and their experiences from other businesses and industries.

In addition to developing your leadership, you will create a business network / personal network within the group.



**Example where Paragera has implemented leadership development programs**

Actia - Atea – Arris – Autoliv – BAKS - Bixia - Cenova - Hyresbostäder i Norrköping - Impact Coatings  
LK Data - Linköpings Stift - Know IT - Katrineholm Energi - Mjölby Svartådal Energi  
Mjölby Kommun – Narrative - OEM electronics – SAAB – Sodexo – Studentbostäder - Stångåstaden  
Swedwood - Sick IVP - Sky Hotel & Apartments – Torpheimergruppen - Tekniska Verken  
Region Östergötland – VTI - Ödeshögs kommun m fl

## SECTION 1 (2 days)

# "The insight"

***Section 1 is preceded by the fact that all participants carry out an IDI profile (see information on IDI below) which will form the basis for the layout of this block.***

### Content

- Increase self-awareness by understanding the needs that govern you
- Identify behaviors that increase the ability to interact with other people
- Identify your strengths and development needs in the role of leader and an increased ability to give and receive effective feedback
- Get an understanding of the importance of feedback and increased ability to apply it
- Increase the ability to communicate effectively
- Get an understanding of your own and others' strengths and weaknesses
- Stop annoying yourself at others and instead see other people's strengths



## SECTION 2 (2 days)

# "The Tool Box"

***Block 2 contains basics in leadership where you will gain knowledge and skills that you can apply in your everyday life. We will go through several leadership theories and connect them to practical tools.***

You will also have the opportunity to train these in different role-plays and in considered everyday situations.

Increase your ability to handle conflicts, theory and practice.

### **Content**

- Knowledge and understanding of how a group lives and develops and what needs for leadership required for the group to be developed
- Ability to create motivation and engagement with the employee
- Deeper insights about your strengths and your development potential in your way of managing other people
- Increased ability to choose the right leadership behavior in a given situation based on a person's needs
- Get a concrete tool to be able to adapt your leadership needs so that you can act in the right way in the interaction with other people in different situations
- Increase the ability to handle conflicts

## SECTION 3 (2 days)

# ”The leader’s dilemma”

***Section 3 is characterized by the difficulties and dilemmas you can face as a leader. You will train on carrying out development dialogues – with difficult messages - and how you can prepare for this. You will also receive tools for preparing and conducting presentations.***

The presentations will be videotaped for an increased educational effect and to create better opportunities for constructive feedback.

Every organization is increasingly faced with changes and development. We will work on how you will be better at exercising these kinds of changes in dialogue with your co-workers.

### Content

- *Get better prepared and get tools to handle change/development talks*
- *A few tools to better exercise change leadership*
- *Knowledge about and ability to conduct a presentation*
- *Become a safer and more talented speaker*



## SESSION 4 (1 day)

# ”Follow-up & Certification”

***Section 4 is a feedback to previous sections where we connect the dots and learn from each other's experiences. Everyone writes their own personal development plans.***

We will also work with motivation and tools to create positive habits. The day ends with a joint dinner where even your boss is invited.



# IDI – a behavioral profile instrument

***Basics for a good leadership is to have a good self-image. In order to gain insight into one's self-image we will use an instrument, as described below.***

***We will use a 360° IDI© profile that measures the impressions the leader does in his environment. The result is a description of how the leader's behavior is experienced by the outside world. There is additional information to obtain about IDI at [www.idi.se](http://www.idi.se). (Swedish)***

IDI was developed in the 1970s in the US by PhD Richard E Zackrison. IDI builds on, among other things, the theories of Dr. David W Merrill and Dr. James W Taylor on social styles. The purpose of their original studies was, among other things, to seek links between behavioral style and efficiency of managers. Their research overturned the prevailing beliefs that there would be a "best style." They clearly showed that there was no behavioral style that was best / most effective, but they found clear links between behavioral style and why a person is considered effective - brief: all styles have their own way of being effective.

Taylor's method (1964) to determine a person's "social style" differed from previous instruments by letting other people describe a person's behavior. That's the strength of the IDI. Each participant receives feedback from up to 16 employees / colleagues / managers / friends who have filled in a profile on each participant, a so-called 360° feedback. Dr. Zackrison (1977) developed the method of measuring behavior and also refined one of the dimensions defined by Taylor / Merrill.

Richard Zackrison moved to Sweden in 1980. At the same time, IDI began to be used in Swedish. Since then, the instrument has been continuously developed for Swedish conditions. In August 2017, approximately 125,000 IDI profiles have been produced in Sweden, which means that there is a lot of credible statistics.

The instrument measures a person's behavior in three dimensions.

The first shows to what extent a person is perceived to strive to influence and control others. The other measures the degree of emotional contact the person is perceived as striving for. These two dimensions can be set against each other in a matrix, which then describes four so-called basic behavior styles.

All four behavioral styles are equally result-oriented and effective, but in four different ways. We call them Motivator, Producer, Processor and Relator for the strengths most clearly associated with the styles.

The third dimension - Adaptability - measures how the individual is perceived to adapt his behavioral style to the needs of the situation and other individuals.

Being able to adapt their behavioral style to other people's needs and to the needs of different situations affects the ability to cooperate, the personal efficiency, the tolerance for other people, etc. It is an ability that one can consciously develop through insight and training.

## Paragera – at your service

- Leadership, individuals & co-worker development
- Business or Personal Coaching and Mentorship
- Interim Leaders
- Human Resources Consultants
- Recruitment



*Paragera was founded in 2006. Today, the company consists of nine senior consultants with management and Human Resource manager experience from small and large companies in both the private and public sectors. We see flexibility, adaptive needs, commitment and a local market knowledge as our success factors. The company is based in Linköping and operates mainly in Östergötland*

### Contact and Registration

If you have any questions about the program, you are welcome to contact us.  
Note that the program in general is provided in Swedish.

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