

Individual Leadership Development Program



Leadership Development Program

Paragera's individual leadership development program is a program that gives you the opportunity to develop as a leader in a time-efficient and unique way.

It is based on our well-established leadership programs but with an individual timetable and an arrangement that is adapted to your agenda. In this way, you have the flexibility to control the start date, the training rate and the place where you prefer to complete the training.

Through the program you also get the opportunity for in-depth individual counseling linked to the elements, theories and exercises we work with during the program.

You will meet Paragera's experienced course leader individually for 5 * 2 hours. Between the occasions, you consolidate your knowledge with the help of home assignments directly linked to what you have just learned and your specific activities.



” Good leadership is essential for a successful business ”

Customized after your calendar

If you wish we can customize the program so that it is carried out together with another 1-2 colleagues from your organization.

We turn towards you who are new leaders as well as leaders with years of experience in leadership. Our pedagogy is based on established research and theoretical models. As a participant you will have the opportunity to reflect directly with your course leader based on your own behavior profile, your needs and thereby train your leadership.

Our course leaders have many years of experience both as a leader and from leadership development in various companies and organizations.

This is an exclusive leadership development program just for you and tailored to your specific needs and your calendar.



Among others - Paragera have performed the Leadership Development Program on the following business enterprises and companies

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

SESSION 1

"The Insight"

Session 1 is preceded by digitally carrying out the IDI profile which will form the base for the arrangement in this session. See attached information about IDI.

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*



SESSION 2 and 3

"The Tool Box"

Session 2 and 3 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.

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*

SESSION 4

”Change & dilemma”

Session 4 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.

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*



SESSION 5

”Follow-up and Reflection”

This last session is a feedback to previous meetings where you make a personal reflection on your newly acquired knowledge and insights and how you can translate them into your daily leadership.

We will also work with "Life Management" where you will reflect on the balance of life and gain insights and knowledge about how you can make active choices for positive changes.

You will write your personal development plan in the form of a letter to yourself, which you will receive by mail about six months after the program has been completed.



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, IDI, 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. (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, individual & 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 10 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

Mats Klippinger
mats.klippinger@paragera.se
+46 708-25 00 66

Anders Mäki
anders.maki@paragera.se
+46 709-11 31 33