

LEADING PEOPLE AND TEAMS

ESMT
BERLIN



Location

ESMT Berlin



Tuition fee*

€5,600



Language

English



Duration

4 days



Dates

May 28 – 31, 2024

November 19 – 22, 2024



Certificate

You receive a certificate upon completion of the program.

Postgraduate Diploma in Management

The program counts toward 4 of the 18 days necessary to receive the diploma.



esmt.berlin/execed/leading-people-and-teams

Unlock your leadership potential

Do you want to maximize your effectiveness as a leader? Doing so requires you to embrace the inherent complexity at the heart of all leadership roles.

This four day program aims to equip you with the right tools and insights so you can lead with confidence in all the roles that leadership demands; as a **decision maker, organizational architect, reflective learner** and as a **strategist**.

Learn how you can:

- **Identify** your team's strengths and empower them to achieve success
- **Bolster** your leadership by creating an effective professional network
- **Build** influence with other decision makers to support your initiatives
- **Diagnose** and remedy toxic organizational dynamics

Is this program for you?

Are you a manager with at least five years of experience leading teams, who wants to be more effective in reaching organizational goals through people? If so, this program is for you.

Key topics

- **Leaders as decision makers:**
Creating a compelling leadership vision
- **Leaders as organizational architects:**
Developing effective informal networks
- **Leaders as reflective learners:**
How to empower individuals and teams
- **Leaders as strategists:**
Coalition-building and influence tactics

Teaching methods

Interactive mini-lectures

Leadership laboratory

Business cases

Self-assessments

Business simulations

Executive coaching

In-depth interactions with peers and faculty

Leading People and Teams

On each day of the program you will explore the idea of leadership from different perspectives:

Day 1 – Leaders as decision makers

- Deciding in teams
- Decision processes and leadership

Day 2 – Leaders as organizational architects

- Building a high-performance team
- Developing a compelling leadership vision
- Bolstering your leadership network

Day 3 – Leaders as reflective learners

- Group coaching day

Day 4 – Leaders as political strategists

- Responding to organizational annealing
- Defending your leadership foundation
- Coalition-building

This program requires active participation in the classroom for all four days.

Key benefits

- ✔ Laboratory-style format: test your leadership style and apply new skills in a supportive environment
- ✔ Individual profiling before the program will help you understand your own decision making style and the strengths of your leadership network
- ✔ Learn from state-of-the-art research that explores the four complementary facets of successful leadership.

*For general terms and conditions and details on the application process, please go to: esmt.berlin/execed/gtc



Gianluca Carnabuci

Faculty

Gianluca Carnabuci

is a professor of organizational behavior at ESMT Berlin. His research and teaching focus on how informal networks shape the flow of information and knowledge within organizations and how that, in turn, affects their productivity and that of the individual leaders and teams working within them.

Contact

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I found all of the presenters to be uniquely capable of capturing my attention and helping me reflect on my leadership style, and to focus on further growth. I would strongly recommend this course to anyone wanting to enhance their leadership skills.

Jörg Clement,
Regional Director EMEA,
FLIR Integrated Imaging Solutions Germany

esmt.berlin/execed/open-programs