



# REVERSE LEADERSHIP JOURNEY

People follow people, not strategy



## WHY is this relevant

Engagement drives performance, which drives experience and the brand. Optimizing engagement calls for Reverse Leaders, who are Empowering, Purpose-driven, Inspiring and Coaching. During a Reverse Leadership Journey, leaders gain insight in their winning formula, qualities and areas of improvement. Thanks to a deep connection with self, team and strategy leaders will be charged and inspired to lead change ahead.



## WHO is the target audience

(Senior/core) leadership teams that are looking for a breakthrough in many ways.



## WHAT are the main (learning) objectives

- Gain insight how leaders have become the leaders they currently are.
- (Re-)establish and deepen connection with self, team and the organization's strategy
- (Re-)discover each leader's winning formula, paradigms and blocking convictions
- Understand all leaders' core qualities and pitfalls, contributing to optimal connection
- Understand the black box (through psychometric profiling) of each leader, and agreeing on common language how to optimally work together
- Align on main goals and actions related to an intended transformation
- Bring team dynamics and cohesion to a next level



## WHAT is the main deliverable

Your leaders will be taken out of context for three days, working on different metalevels. Each leadership journey contains a string of reflections, group discussions, team assignments and intense experiences. Each journey takes place in a carefully selected setting that contributes to specific journey objectives.



## HOW does the program look

Each journey has a tailor-made flow. Sample building blocks include:

### Program part 1: Connect with Self

- Personal leadership reflections & conversations, such as:
  - 'My roots, pride and ambition'
  - 'When it all started'
  - 'Changing tracks'
  - 'What do I leave behind?'
- Personal leadership stories
- Informal dinner
- Final reflections



# REVERSE LEADERSHIP JOURNEY 2

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### Program part 2: Connect with Team

- Emergenetics – psychometric profile:
- General introduction
- Studying own profile
- Sharing with and learning from others
- Team profile
- Team reflections & conversations, such as:
  - 'My connection with this team'
  - 'Hopes, longings and worries for this expedition?'
  - 'Optimist vs pessimist'
- Fun team assignment, e.g. 'Our totem pole'
- Informal dinner

### Program part 3: Connect with Strategy and Lead Change

- Update on strategy in relation to this leadership team
- Team reflections & conversations, such as:
  - 'My connection with our strategy'
  - 'Our paradigms'
- Introduction to 8 phases of change (by John Kotter)
- Aligning on high level transition plan
- Impactful closing, e.g. with 'commitment to change'



### DURATION

3 Days



### GROUP SIZE

Up to 16 participants (for 2 facilitators)