

## Values-Based Leadership

### An Intensive Development Programme for Managers and Team Leaders

It is a well-known wisdom that a leader can never rise above the limitations of his or her own character. A good leader must also develop business, interpersonal and managerial capabilities to create an environment, which is conducive to both organizational and personal transformation.

This unique and practical programme, which runs over two days, approaches leadership development at 4 levels: 1) Moral/Personal Leadership, 2) Inter-Personal Leadership, 3) Managerial Leadership and 4) Organisational Leadership. It will guide you to dramatically improve overall business and personal performance and enjoy doing it.

### Programme Objectives

By the end of the programme you will have evaluated your leadership and management qualities, both strengths and weaknesses, and be in a position to develop and improve these qualities in order to:

- Influence the culture of your company in a positive way
- Lead, motivate, and manage professional people more effectively
- Improve your personal leadership
- Develop further your inter-personal relationships
- Identify, nurture and use the talents and capabilities within your team
- Improve communication and reach consensus
- Dramatically improve business performance and relationships

**DISCOVER YOUR POTENTIAL** - will assist you to discover your potential and devise an action plan to build on your strengths and overcome your weaknesses.

**DISCOVER YOUR VISION, GOALS & CENTRE** - will assist you to uncover your goals and will give you the necessary skills to devise a strategy and an action plan to reach your goals.

**LEADERSHIP QUALITIES** - will help you to assess your leadership qualities and develop a plan to improve them.

**INTER-PERSONAL LEADERSHIP** - will enable you to improve your communication and thinking with others as one brain.

**MOTIVATING PROFESSIONAL PEOPLE** - will assist you to create an environment that is conducive to motivation.

**MAKING DECISIONS** - will assist you to understand and practice the seven steps and the two keys of decision-making.

**COACHING** - will enable you to coach your key people and to give effective feedback. You will receive and give one-to-one coaching to develop your action Plan.

### Programme Leader

**Dr Ardawan Lalui** has been involved in leadership and management development for over 20 years. Both at coaching and consultancy levels, he has acted for a wide range of organisations, including Danone, Samsung, Rehab and Tyco. Ardawan received a Ph.D. in control engineering. He worked as an international project manager for a large multinational. Later he was R&D director for a leading manufacturer of respiratory equipment in Ireland. More recently he was director of an international school in the Czech Republic.

Ardawan pioneered one of the most innovative HR development initiatives in Ireland, which won the Irish section of the European Design Award.

Ardawan was invited to join a recently completed EU FP7 project as chief architect for the development of a transformation programme for business, which has been applied in companies and organisations in Ireland, Scotland, Turkey, Italy, Slovakia, Czech Republic, Sweden and Poland.

## Testimonials

"Dr. Lalui has the capability to address and relate to individuals of different age and occupational background while creating an inspirational and productive atmosphere among the group reflecting on leadership and management through intrinsic human values and behavior. His lecturing is both intuitive and inquiring, but indeed based on a wealthy common-life and professional career experience. However complex our everyday and working environments are, Dr. Lalui suggests we seek for solutions using a communication of mutual respect and thoughtful understanding of differences. He cautions against depicting the world in black and white tones, but at the same time accentuates firmness is required when dealing with basic principles.

The demonstration of leading by example, meaningfulness in life and work, seeking for excellence in simplicity and reinforcing fundamental values is especially compelling and comforting in times of crisis or post-crisis recovery. The experience of witnessing Dr. Lalui's lectures resembles the insight and contentment following the repeated reading of an excellent book which, even after many years, surprises us by not only being still fresh and inquisitive, but also, as always, unveiling the truth and wisdom of life's experience."

*Dino Ajanovic, Country General Manager, TNT Express Worldwide, Slovakia*

"The Senior Management Team of Tyco Electronics Energy Division Shannon attended a two day programme on Leadership with Ardawan Lalui in April, 2005. The two main objectives of the programme were to evaluate and understand our individual leadership qualities and to understand the process of decision making.

Ardawan's style of delivery was inspiring and he had the entire management team hooked right from the very beginning. The programme objectives were delivered well beyond initial expectations. On the last day of the programme we applied the decision making process to a real problem that had arisen back at the plant that day. We had a plan of action agreed within two hours and the problem was solved by early the following week. The methodical process and our fast action ensured that we delighted one of our customers. We all agreed that if we had attempted to deal with this issue in our "pre Lalui style" it would have taken weeks to solve!"

*Fiona O'Carroll, HR Manager, Tyco Electronics, Ireland*

The programme fee: including course materials and coffee breaks – €630 (+ DPH).

Programme Dates: information provided upon the request at: [srponova@essentials.sk](mailto:srponova@essentials.sk)

Programme Venue: Business Essentials' office, Jakubovo nám. 13, 811 09 Bratislava, Slovakia.  
[www.essentials.sk](http://www.essentials.sk)

Due to the intensive personal nature of the programme, spaces are limited to 8 participants.

Further information: Mrs Jana Srpoňová - Manager, Business Essentials

e-mail: [srponova@essentials.sk](mailto:srponova@essentials.sk), Mobile: 0903 104 077

## Certificate

A certificate of attendance will be issued, on request, to those who successfully complete the programme.