

LEADERSHIP RETREAT

In-depth consultation on leadership challenges

Course description

This retreat targets teams of senior managers who wish to take time to reflect upon their leadership challenges and receive coaching and guidance on their specific challenges.

The focus of the workshop will be to build a strong, coordinated and committed leadership team. We will explore your different perspectives and work on standing stronger, when it comes to the direction of the organisation.

The retreat will introduce you to a bit of theory on leadership and leadership teams for inspiration.

However, most importantly we will set the frame and facilitate the dialogue, to make sure that you hear each other's perspectives. In all leadership teams there are some similarities in how you look at things, but also some differences - this is only natural - and differences are what help organisations move forward.

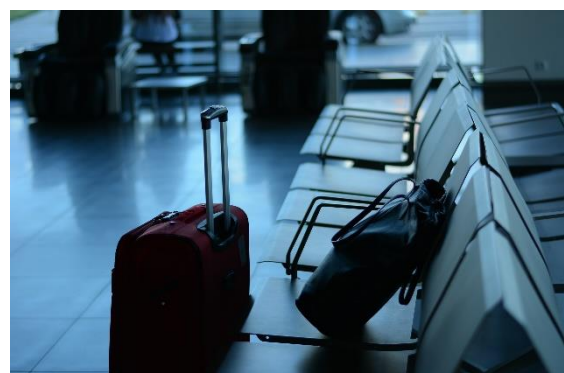
You probably all know situations where you are discussing things and you forget to listen to what the other is really saying, because you are so busy thinking of your own next arguments. "You cannot listen with your mouth full of words". For that reason, we will create a space for dialogue and reflection where exploring the

differences will create clarity, understanding and new insights.

We will work appreciatively with these differences, hopefully nurturing curiosity to explore the good reasons behind your points of view. There will be many agendas and we will talk about whatever you think is the most important for you - and change the programme flexibly accordingly.

Topics covered will depend on the actual groups, but ideas could be: leadership pipeline (leadership competences needed at different leadership levels and flows of communication and decision making); psychological safety, fearless dialogue and more meaningful and constructive meetings; managing strategic change processes; leading leaders etc.

The retreat can easily be customized into a bespoke course for one organisation only.



The retreat will give you...

- A theoretical understanding of social constructionist approaches to senior leadership
- A chance to reflect upon leadership (positions, perspectives, complexity, paradoxes, psychological safety, relations and communication) - as well as a sharpened reflective capacity for the future
- A chance to reflect upon and practice fearless and meaningful dialogues and meeting formats that nurture these dialogues
- Reflection on strategic goals, strategic actors and strategic processes
- Planning implementation of strategic change in own organisation through creating direction, commitment and coordination

Methodology

The retreat will be shaped by the concrete challenges brought in by the leadership team and the working approach will mainly consist of consulting, yet every day will have some theoretical inputs from the facilitator brought in based on their relevance to the emerging topics. The consultations will be based on current research on management from a social constructionist perspective.



Programme

Monday	Arrival in the evening Welcome drink
Tuesday	<ul style="list-style-type: none"> • Introduction to challenges brought in by the management • Input on narrative and social constructivist approaches to leadership and leadership teams • Setting direction
Wednesday	<ul style="list-style-type: none"> • Exploring and appreciating different leadership styles • Input on psychological safety and fearless communication • Building curiosity in the team
Thursday	<ul style="list-style-type: none"> • Getting back to direction, getting more specific • Working on concrete (strategic) challenges • Trying out reflective and fearless dialogue
Friday	<ul style="list-style-type: none"> • Coordination, meetings structures • Learning to communicate at home • Evaluation
Saturday	Departure

PRACTICAL INFORMATION

Dates, time and place

[The retreat](#) will be organised in lovely venue in the Alps, below Linz, Austria. The training will be hosted on an old farmhouse, with a history that dates back to 1583, and which is surrounded by meadows and mountains. Participants will be staying in the three nearest hotels and transportation between hotels and the training venue will be provided (included in the price of this course)

The retreat will start with a short welcome evening/ drink at 19.30 p.m. on Tuesday evening and end on Friday around 16.00 p.m.

Consultants

The [consultant](#) running this course is either **Yvor Broer**, **Lene Mogensen** or **RajVinder Singh Gill**. Depending on the group size a second consultant will be attracted. As we are currently enlarging our organisation, we might place another consultant than above at this course and communicate this well in advance of the course.

Price

The fee for this course is 775 Euros, excluding travel, food and accommodation. This course can also be customized to a 4-day course, for which the fee would be 700 Euro. This course is in line with the criteria and priorities of the Erasmus+ programme of the EU. This means that you can apply for a grant to cover most costs, given the criteria that you are working in school education, adult education, vocational education or some parts of higher education. [Have a look here for more information.](#)

Registration

You can register for one of our courses by downloading the registration form on our home page, on the [registration page](#) for open courses. After receiving your form, we will reserve a place for you on the course. There is a maximum of 10 participants per course.

In case you want to use the Erasmus+ programme for a grant to cover e.g., travel, accommodation and course fee, more information and application form can be found on the [information page](#) on that programme

After registering we will be glad to assist you in booking a room and arranging your travel.

About In Dialogue

In Dialogue is a consultancy corporation that works with development of individuals, leaders, consultants, teams, organisations and communities. In Dialogue was established in 2004 and got its recent name in 2007.

Our consultants work within the approach of In Dialogue, when inspiring change, development and growth. We closely follow new academic developments and are proud of translating new theories into practical and sustainable solutions to your challenges. All the consultants have a higher degree in relevant sciences as well as a proven capacity to translate their knowledge into practice - e.g. in relation to coaching, conflict mediation, project management and organisational change and learning.

We operate in various parts of the world, and all consultants have extensive national as well as international experience and are trained in applying their competences in culturally sensitive ways. Our main office is located in Roskilde, Denmark. Next to that we have an office in the city of Gouda, The Netherlands. Read more on [our homepage](#) or contact us via opencourses@in-dialogue.org.

In Dialogue courses

In Dialogue makes sure that learning at our courses is contextualised and therefore relevant for the challenges of

the participants. Theory is put into action through concrete training of new competences as well as through working on the cases from the group:

- The courses are well structured though still flexible to allow for adjustments based on the dialogue with the participants about their concrete challenges, needs and previous experiences
- The international setting ensures an inspiring environment where the diversity of contexts, challenges and ideas are used to increase the understanding of complexity and diverse ways of dealing with issues.
- Our courses are based on a sound theoretical foundation of social constructionist theory. This means that we draw upon innovative approaches such as the narrative, systemic, appreciative and solution focused approaches.
- We believe that there lies a greater potential for development in strengths than in weaknesses. We therefore focus on applying the resources of each participant to reach his/her learning goals and to build an appreciative working atmosphere within the group.
- It is important for In Dialogue that everyone leaves our courses feeling empowered and competent to apply the concrete outcome of the course in his/her daily work - knowing in which situations to use which techniques and when not to use them.