Leadership and Mentoring Course

22 – 26 October 2018
Bosa, Sardinia

Total 26 hours
Description of the course

Erasmus K1 for teachers, executives, project managers, entrepreneurs and staff

LEADERSHIP AND MENTORING COURSE

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TIA Formazione promotes since 2011 courses on leadership connecting mentoring, coaching and creativity. The Main objective of this programme is to provide participants with an opportunity for professional and personal growth, specifically as leaders and mentors. Our strong belief is supporting leadership for good and high purposes. The programme will include:

- Development of leadership effectiveness
- Acquisition of essential leadership skills – communication, resilience, emotional intelligence, conflict resolution, ability to influence
- The importance and fundamental rules of networking
- The art of influencing

The programme will end with a personal action plan to apply the insights learned to grow personally and at work and to create a future career path.

Value of the programme to participants

For participants, the value of the programme lies in the insights they will gain through discussions of new concepts, through sharing their insights with other participants and by completing the exercises in all the areas covered by the programme. These insights will increase their self knowledge, self esteem and self confidence. They will leave with an action plan that inspires and motivates them and with a support mechanism to help them implement their plan.

Value of the programme

The programme will benefit helping participants grow into more effective leaders and collaborators. This means that there should be an increase in client satisfaction and engagement. Participants are likely to become catalysts for the development and increased efficiency of their Office.
The underlying philosophy of our approach
We believe that participants will make the learning their own and apply it to their daily activities if they are led to gain their own insights and ‘ah-ha’ moments, rather than just being introduced to new ideas. Our workshops and training modules are therefore highly interactive and give participants many opportunities to discuss concepts and learn from each other.
We have found that this builds trust as well as facilitating the learning. The essence of leadership is the ability to develop relationships based on trust. People follow who they trust.
Developing leadership effectiveness is a journey that starts with introspection to gain deep understanding of the self, which allows for a deeper understanding of others. Experience has shown that making the 5-day leadership and mentoring programme an actual journey in nature, facilitates self-knowledge.
Weather permitting, the programme will take place in the open and will follow a journey in nature as we journey through the acquisition of leadership and mentoring insights and skills.

Target: The course is directed to teachers, trainers, executive staff, executives, managers of private and public entities, entrepreneurs.

Language: English

Programme outline

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<thead>
<tr>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
<th>Day 5</th>
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Tuesday 23 October – Leadership in practice
This day is dedicated to learning how self-knowledge and self-awareness applies to everyday situations:
• Leadership in context – different styles of leadership for different contexts.
• The four constituents of resilience.
• My vision for how I wish to grow in my person, in my work and career.
• The covert obstacles to my growth.
• The most powerful tool for supporting personal and other peoples’ growth.
**Wednesday 24 October – Communication**

Communication is the only true leadership tool. It is the only way to influence people over whom we have no authority or control. The root cause of the great majority of problems at work and at home can be found in misunderstandings due to poor communication. It is impossible to overestimate the power of communication to influence others and society and to resolve conflicts.

The aspects of communication that will be the focus of the day are:

- The ability to listen, the foundation of communication.
  - Active listening
  - The Indian talking stick
- Two aspects of NLP that improve the effectiveness of communication.
- Giving and receiving feedback for growth and for establishing trust
- The influence of culture on communication.
  - Hofstede’s six dimensions of national culture and how to tailor communication accordingly.
- Non-verbal communication and power postures.

**Thursday 25 October – Working with others**

Jean Paul Sartre claimed that “Hell is others” and that may well be true until we learn to respect, understand, empathise and collaborate with others. These are the objectives of the day and we will deal with them by examining:

- The five elements of successful collaboration.
- Dealing with difficult people / clients.
- The six influencing tools according to Cialdini.
- The need for, and use of, conflict and a simple and effective way of resolving it.
- The importance and art of networking
  - how to keep in touch
  - how to develop your client network
  - how to keep it current.

**Friday 26 October – My role as a Mentor**

One characteristic that distinguishes leaders from managers is their commitment and ability to help people grow and develop. An effective and well-established path to growth is through mentoring. During this session, participants will learn:

- The Being and Doing of Mentoring – attitude comes before doing. What attitude must the Mentor acquire?
- The difference between Directing, Advising, Mentoring, Coaching and Counselling.
- How to structure the mentoring process
- Useful tools to use before, during and on completion of the mentoring process
- What to do at the end of a mentoring agreement.
Completion of personal action plan.
The personal action plan which will be developed at the end of each day during the programme, will be shared with other participants and the tutors. The objective is to support each participant in making the plan concrete, challenging yet achievable. Participants will also be encouraged to set up a buddy system for the next 90 days to support each other in the achievement of their chosen plan.

Pre-course work (optional)
In preparation for the programme, we recommend participants learn more about their strengths by taking the Top 5 Clifton Strengths Assessment which can be found at www.gallupstrengthscenter.com/store/en-us/assessments for participants to better understand their preferred role when working with others, we recommend they take the Belbin test to be found at www.belbin.com. During the programme we will evaluate how the knowledge gained through these assessments can help the development of leadership effectiveness.

FACILITATORS

Gia Campari
International management consultant with Board experience, specialising in helping organisations grow through leadership and innovation. Extensive experience in strategy development and implementation; designing leadership programmes; designing, facilitating and managing major performance improvement programmes. Driven by the results clients achieve when they start thinking and seeing differently. Able to see the big picture and get to the root of the problem quickly. Draws on experience when invited to lecture on leadership and creativity. Co-author of “The 99 Essential Business Questions”.

Ines Caloisi
Mentoring expert for EU projects and European project manager for adults and vocational trainings projects. She manages European training courses in leadership achievements in periods of turbulent times. She has leaded courses on change and stress management. Trainer of “Talent and creativity courses” founder of Tia Formazione association and TNC talent and creativity. Promoter and organisation of courses leadership for women and youth.
ADMINISTRATIVE ASPECTS

Total cost for the course: 350 euro (net, no VAT added).

Contact: amministrazione@tia-org.eu (for administration matters).
WhatsApp Trainers: +39 331.8247773 and +44 777.5636703.

Payment: only by BANK TRANSFER, IBAN IT82 W050 3403 2380 0000 000 1393
Please write the name of the participant to the course.

Course confirmation: the course is confirmed yet, the participants, after the registration, will receive the address of the site of the course in Bosa.

Closure Registrations: 10 oct 2018.

Accomodation: TIA Formazione can give suggestions for accommodation. BOSA is rich of Bed and Breakfast. The rate for night is between 35 and 65 euro. TIA Formazione can get the service for you, if requested.

How to reach Bosa: flight to Alghero and Bus to BOSA (in front of the airport).

Payment: the course has to be paid after the confirmation of your participation. In case you request for the service of accomodation, we will get the proposal separately.

PARTNERS