



Borboa & Partners

Developing Leaders





Developing Leaders

Thinking, Feeling and Acting:

An integrative process to strengthen and improve leadership performance and influencing capabilities to produce superior business results and release your organization's potential.



Think about your resources such as your determination, endurance and vision, which are essential for leadership.

Feel your emotional calibration as you monitor your self-awareness, confidence, empathy, motivation and social skills.

Act to become an influential leader transcending "head based" conclusions by practicing in situations where you receive feedback from experts and participants about your behavior.

Developing Leaders is designed to help you strengthen your competencies of thinking, feeling and acting in social and business settings. This uniquely designed leadership process focuses on how to interact and relate with others, influencing to implement initiatives, whilst attending to personal needs and unfolding your potential as an individual, leading the organization to achieve sustainable success.

We will help you to create leaders for today and tomorrow by assisting in the change of mindsets and behaviors necessary to implement your business strategies successfully.



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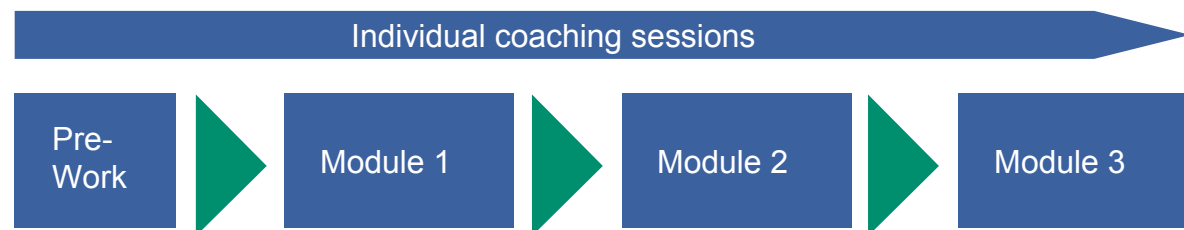
What to expect



As a modular approach to leadership, we utilize a blend of interactive learning methods and evaluation tools. The primary leadership components strengthened in our program focus on individual, group or team and organization behavior. To ensure that the benefits for participants are maximized, only behavioral specialists are engaged in the assessments and workshops, which are a balance of theory and hands on experience.

Participants receive intensive individual feedback based on a wide range of assessments, including psychometric instruments, diagnostic questionnaires, 360 degree inventories and observation of behavior in small groups. The results and individual leader profiles are fed back during the program process. In addition, the results are contrasted against a range of leadership topics, including your approach to people's development, decision making, creativity, influencing, culture and values, motivation, group and team development, etc.

Delivery Approach to Learning





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Module 1

Applying the Self

This section focuses on self-understanding and the use of oneself as a means to influence others. Through the use of data and small group work participants begin to calibrate their Self looking at the think, feel, behave triangle allowing themselves to transcend self-imposed barriers and consider new areas of leadership, like spirituality. Issues addressed are:

- My beliefs, values and assumptions
- Their impact in my communication patterns
- Self-control under challenges
- My influencing style

Learning and coaching between modules will be provided.

Module 2

The Interacting Self

This section considers the skills required in interpersonal and small group influence. Interactions and their enrichment comes to the fore front as a learning theme. This small systems approach shows how people connect with each other and gain commitment to join common endeavors. The topic of power in leadership becomes transparent. Issues addressed are:

- Identifying patterns of interaction among people
- Using interactions to achieve goals
- Positive means to use power
- Understanding consequences of behavior wholistically

Further learning assignments will be supported by the faculty coaching between modules.

Module 3

The Constellation of Selves

This section connects people to the whole organization. It focuses upon the leader as a creator of culture relying on the symbolic aspects of leadership. Leaders need to provide a sense of direction through clearly “envisioning” a high performance organization. Issues addressed are:

- Co-creation of organizational culture
- Co-creating meaning of organizational experience
- Impact of behavior at the various levels of the organization system
- Integrating the organization

Reinforcement to emphasize the releasing of potential within your organization



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Developing Leaders has been created to enable the participants to look at their own lives from both sides: an organizational as well as a personal perspective. Developing leaders is a forum to learn about change, growth and cooperation to effectively and efficiently work sustainably toward the achievement of common goals.

This program is designed to address your needs and desires to deepen your capacity to lead a high performing organization whilst living a fulfilling personal life. Those who attend will be exposed to models that aim to integrate your life as a leader as well as a human being. We welcome participants from all backgrounds, including business, government, education, non-profit organizations, etc.

We will work with people in small groups in order to provide a rich learning environment. In addition to participating in the modules, each participant will receive 20 hours of personal coaching by our behavior specialists. Coaching aims at leveraging your success. As an add on, participants create a learning community, a network dedicated to support each other's transformation at the personal and organizational level.

The program will be of about eight months duration and requires a commitment to attend all modules as well as to participate in all learning experiences and coaching sessions.



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