

LEADERSHIP & PERSONALITY

The activity's aim is to help the leader gain deeper insights into their personality and its impact on their leadership behaviour. The reason we choose to invest in this area is that despite professional skills being a prerequisite for success, it is ones intrapersonal and interpersonal skills that are solidly foundational for long-term success as a leader.

Prior to the activity, each individual will receive feedback on his or her Hogan personality profile and everyone participating will have had a personal one-on-one session in preparation for the day. This will have an impact on the intimacy and dynamics of the activity for each member when they participate in the day.

The purpose of the day is to look into and understand the leader's "human dynamics" crucial for their potential and success – this being conducted through intimate exercises on the intricacies of personality. The purpose is also to strengthen knowledge and self-awareness regarding those subjects. Hereby the participant will obtain a shared foundation on which to build and develop own leadership competences and skills.

We aim as well to create a learning atmosphere of inquisitiveness, curiosity and dialogue where everyone plays an active role and assists in giving each other a solid impression of "who you are" and your potential impact as a leader for yourself and others.



Areas include:

- Gaining self-insight and building consciousness about where your personality determines your leadership style
- Understanding the bright side, the dark side and the "inside" drivers of your behavior and how this impacts yourself, your team and the whole environment around you as a leader
- Helping to better define your development areas to improve personal impact and leadership style
- Gaining fundamental theoretical knowledge of behavior and personality to be better equipped in your interpersonal relations as a leader
- Learning through others the differences between your self-image and your "reputation" – "the you, you know, vs. the you others know"