



# Leadership

DH&A's leadership program



The full journey of becoming a  
leader within organization



# Leadership

## The full journey of becoming a leader

### **General:**

Leadership is the ability to inspire and motivate yourself and others into taking positive and sustainable action. What makes a person become a good leader is a key question in understanding success whether personal or organizational. There is no one leadership style but there are defined components of the successful leader. What is clear is that leadership is the catalyst under which all elements of an organization work successfully and efficiently together.

### **The DH&A leadership program:**

After accumulating thorough knowledge and experience in leading organization as executives as well as educating and training hundreds of senior managers, DH&A came with this extensive leadership program that correspond with the announcement of 2019 as "Year of Leadership". DH&A senior associates and experts brings the best of their knowledge and experience to form the best training program insuring the best results.

### **The purpose of the leadership program:**

1. Bringing the organization to full capacity of quality management.
2. Educating the next generation of leaders and managers.
3. Assorting the most capable among participants.
4. Program becoming a significant criterion in potential promotion.



## The process

### The process:

- Nomination and selection process.
- Assessment center for participants.
- 1 introduction workshop introducing leadership and its derivatives.
- 8 periodically workshops touching main subjects in leadership.
- 1 closure integrative workshop.
- Paper on implementing leadership within participant working arena.
- 2 half days of supervision/mentoring.

### How does it go:

1. The company nominates up to 16 potential participants to join the program.
2. The chosen ones go through an assessment center to deeply know them before the study parts begins. The results are reflected to the participants with recommendation for personal development.
3. First two days introductory workshop gives an overview on leadership as a subject with reference to the program. The workshop includes first personal experience in leadership simulation to understand where each participant stands.
4. Eight periodical 2 days workshops going through significant components of the leadership context. Recommended a workshop each month.
5. A two days summary workshop based on 4 grand simulations allowing every participant to reflect his accomplishment in the program.
6. Reporting and summarizing in company's level.

### The assessment center:

1. The assessment center is constructed in a way that can reflect the core competences and characteristics desired by the organization. As such, it should provide the possibility to observe and assess every participant in relation to those characteristics and competences.
2. The AC is constructed with one full day, 09:00-17:00, where all participants are gathered in order to be assessed and followed by two hours of a thorough individual interview, conducted by two of the assessors.



## The workshops

- All workshops are of two full days 09:00-17:00.
- The workshops are very interactive and include simulations and exercises.
- Every participant will get a fair chance to demonstrate his abilities.
- Every workshop is a component of the whole program.

### Workshops' topics:

No.	Name	Topics
1	Introduction to leadership	Image, traits & competences Courage & humility Vision & values
2	Introspecting	Self-awareness Decision making Honesty & integrity
3	Communicating	Interpersonal relationships Listening & feedback skills Emotional intelligence
4	Motivating	Vision & purpose Motivating & engaging
5	Team leading	Building effective teams Delegation, empowerment Time & energy management
6	Changing	Effective change management Dealing with uncertainty & ambiguity Conflict resolution
7	Learning	Learn from failure Learn from successes
8	Acting	Assertiveness & confidence Decisiveness & action orientation Trust & transparency
9	Influencing	Mentoring & inspiring Developing internal talents & succession
10	End game	4 grand sessions of leadership simulations



## The price

### Price per program:

- Price per participant for the full program is 4900euro.
- Maximum participants 16. Minimum 12.
- 15% down payment, 70% periodical payments, 15% upon completion.

### Price includes:

- All expenses of the trainers and assessors (flight, accommodation etc.).
- All expenses for the assessment center.
- Individual reports as a result of the assessment center + feedback sessions.
- All expenses of the workshops.
- Folders, lessons' summaries, learning materials and equipment.
- Summary reports, book of program, consultation.

### Price does not include:

- Hosting the assessment center.
- Hosting the workshops.

### Certification:

- Each participant who complete all parts of the program will be granted with a formal certificate as graduate of the Leadership program.
- All the papers given by the participants will be bind into the book summarizing the program and be delivered to each participant.

### Remarks:

- Second and third workshop in a row will gain a special discount.
- Each workshop can be purchased by itself, outside of the program.

### For further information:

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