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FIRST
OF ALL:
STAY
ON TOP

LEADING PEOPLE AND TEAMS

April 19–22, 2016
November 8–11, 2016
ESMT Campus, Berlin

**A LEADERSHIP LABORATORY
DEDICATED TO THE WHY AND HOW
OF BEHAVIOR IN ORGANIZATIONS**

FT Executive Education
Ranking 2015
FINANCIAL
TIMES

**The most recent international rankings
confirm the program excellence at ESMT**

Financial Times ranks ESMT 11th worldwide in
executive education and number one in Germany



KONSTANTIN KOROTOV, LPT Program Director

LPT FACULTY

KONSTANTIN KOROTOV (PROGRAM DIRECTOR)

is an associate professor of organizational behavior and the director of the ESMT Center for Leadership Development Research (CLDR), which he co-founded with Professor Manfred Kets de Vries. In addition to his academic work, he has more than 20 years of practical management and leadership development experience in Europe, Asia, the Middle East, and the Americas. Konstantin conducts research on leadership development, leadership coaching, careers, and executive education. He has authored, co-authored, and co-edited six books and multiple academic and practitioner articles, business cases, and book chapters on leadership development and executive coaching. He has won multiple awards for his case studies, articles, and teaching excellence. Konstantin is a member of the Editorial Board of the *Journal of Leadership and Organizational Studies*. Additionally, he is the founder of the ESMT Coaching Colloquia series – premier professional development events for the world’s leading executive coaches.

ANDREAS BERNHARDT

is an executive development advisor and the lead coach at ESMT. He has more than 20 years of practical leadership development experience with executives from more than 30 countries and has designed and delivered executive programs for several international companies. He teaches and coaches in the areas of leadership, organizational behavior, negotiations, and change.

CB BHATTACHARYA

is a professor of marketing, the Pietro Ferrero Chair in Sustainability at ESMT, and the director of the Center for Sustainable Business, a platform for research, teaching, and thought leadership on implementing sustainability in business. Before joining ESMT in 2009, he was the Everett W. Lord Distinguished Scholar and Professor of Marketing at the School of Management at Boston University. CB has published more than 100 articles in leading journals and has more than 13,000 citations per Google Scholar. He is co-author of *Leveraging Corporate Responsibility: The Stakeholder Route to Maximizing Business and Social Value* and co-editor of the book *Global Challenges in Responsible Business*, both published by Cambridge University Press.

TUITION*

€4,500

Program prices are net prices. Value-added tax will be added where it is legally required. Deductions for items such as banking fees, withholding taxes, or cash discounts for prompt payment are not possible.

According to Art. 132 (1) i of the Council Directive 2006/112/EC of 28 November 2006 on the common system of value added tax, this service is exempt from VAT.

* Tuition includes all program material, on-campus meals, and selected evening events.

For general terms and conditions go to:
www.esmt.org/gtc

WHO SHOULD ATTEND

Executives with experience in leading employees and teams who intend to increase their effectiveness in reaching organizational goals through people.

INDIVIDUAL KEY BENEFITS

By exploring methods of tackling the challenges they may face when attempting to create productive work environments, executives will gain a clear sense of the mindset, competences, and behaviors needed to be effective leaders. They will learn how to capitalize on and leverage their strengths and weaknesses, as well as those of their employees, peers, and superiors. Additionally, participants will enhance their emotional intelligence, learn influencing strategies, and discover the satisfaction that comes from a thriving leadership role, all supported by post-program follow-up coaching.

ORGANIZATIONAL BENEFITS

All ESMT programs are practice-oriented. This means that participants profit from the current state of research being applied in business today, research that can be implemented once participants return to their organizations. Furthermore, the programs provide both the participants and their organizations with fresh perspectives and a solid network of global contacts. In addition, each program is an opportunity to promote and retain valuable personnel.

Leading People and Teams (LPT) is a leadership laboratory dealing with the why and how of behavior in organizations. Unlike many other programs, it goes beyond the conscious and rational side of human function, adding the opportunity to explore productive – and destructive – drives that individuals subconsciously follow in organizations. The program's experiment-based structure will help participants investigate their own behavioral patterns in business situations and sharpen their awareness about their efficacy in dealing with others. Participants will receive input regarding their leadership styles and behaviors through a pre-program 360-degree feedback and debriefing during the course. The leadership laboratory's challenging but safe environment will provide participants with the opportunity to learn new skills, experiment with different techniques, and receive feedback and support from faculty and peers. Participants' individual learning experiences will be supported by group executive coaching and post-program follow-ups.

TOPICS INCLUDE

- ✓ The changing nature of leadership challenges
- ✓ Individual preferences in leadership interactions
- ✓ Making leadership transitions
- ✓ Functioning of teams
- ✓ Leading amid uncertainty
- ✓ Group leadership coaching
- ✓ Leadership and adaptive change
- ✓ Leadership toolbox
- ✓ Sustainability and engagement

METHODS

We have designed an experience-based program for managers who want to become better leaders. As a result, LPT relies on methods specifically chosen for this group, including self-assessment tools, interactive mini-lectures, case discussions, business simulations, 360-degree feedback, executive coaching, and discussions with peers and faculty.

LPT PARTICIPANT GROUPS

REPRESENTATIVE JOB TITLES OF FORMER PARTICIPANTS INCLUDE

Auditor, Branch Manager, Business Process Manager, Chief Compliance Officer, Claims Manager, Country Manager, Head of Market Risk, Director Product Portfolio Management, Director Sales, Director Customer Processes and Systems, Global Brand Manager, Group Compliance Officer, Head of Business Development, Head of Innovation Management, Head of Mergers & Acquisitions, Head of Risk Management, IT Manager, Operations Manager, Senior Actuary, Senior Legal Counsel

COMPANIES REPRESENTED INCLUDE

Air Berlin, Allianz, Ärzte ohne Grenzen, Axel Springer, Boehringer Ingelheim, Corning Cable Systems, Daimler, Deutsche Bank, Lufthansa, Deutsche Telekom, E.ON, European Central Bank, Fauji Fertilizer Company, Fujitsu TDS, Gazprom, GHH-Valdunes, IAEA International Atomic Energy Agency, International Moscow Bank, INVAR, Japan Tobacco, MAN, Marriott Hotel Holding, Merck, Münchner Rück, Pfizer Deutschland, Rabobank, Siemens, T. Garanti Bankasi, ThyssenKrupp, Turner Broadcasting System, Vienna Insurance Group, UniCredit Bank

COUNTRIES REPRESENTED INCLUDE

Austria, Belgium, Brazil, Canada, Chile, Czech Republic, Denmark, France, Germany, Hungary, India, Indonesia, Ireland, Israel, Italy, Japan, Kazakhstan, Luxembourg, Malaysia, the Netherlands, Norway, Peru, Poland, Portugal, Qatar, Russia, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Tadjikistan, Turkey, United Arab Emirates, United Kingdom, United States, Uzbekistan

POSTGRADUATE DIPLOMA IN MANAGEMENT – YOUR RETURN ON INVESTMENT

The Postgraduate Diploma in Management is a new university-level certificate offered by ESMT. To acquire this diploma, candidates have to enroll for a minimum of three program weeks (18 days) spread over a period of 30 months. The postgraduate syllabus covers all major topics on leadership and general management.

We have further divided the course of study into three tracks: Leadership and Social Responsibility, Management of Technology, and General Management. The tracks allow participants to customize their course of study to suit their personal needs.

The programs have been designed – and will be led – by ESMT faculty members and ESMT visiting faculty, who will also advise participants throughout their studies. Programs are offered in both German and English.

Tuition fees vary, depending on the number of programs participants choose.

LPT is part of the cluster Leadership and Social Responsibility and counts toward 4 of the 18 days necessary to gain the diploma.



For more information go to:
www.esmt.org/postgraduatediploma



This program forces you to challenge the way you interact with your followers and your leaders. You learn a lot about others, and even more about yourself.

*Elena Shirokova, Commercial Director,
INVAR*



ADMISSIONS MANAGER

Our admissions manager, Michaela Bodner, will be glad to answer any questions you might have regarding this program.

+49 30 212 31 1045
michaela.bodner@esmt.org



PROGRAM MANAGER

With respect to the program's organization and your accommodation during the program, please contact the program manager, Carina Fechner.

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