

1 **FIRST**
OF ALL:
STAY
ON TOP

LEADING WITH PSYCHOLOGICAL INTELLIGENCE

November 23–25, 2016
ESMT Campus, Berlin

ENHANCING YOUR LEADERSHIP
EFFECTIVENESS THROUGH A BETTER
UNDERSTANDING OF WHAT REALLY DRIVES
SUBORDINATES, PEERS, AND SUPERIORS

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, LPI Program Director

LPI 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.

FRANCINE ESPINOSA-PETERSEN

is an associate professor of marketing at ESMT. Her research focuses on emotions, luxury consumption, and self-regulation and how these elements interact to influence consumers. She teaches topics related to consumer behavior, branding, and luxury marketing. Thus, she is interested in understanding what makes consumers happy and how they can make better choices for themselves and for society. Her research has been presented at various international conferences and published in leading journals.

LAURA GUILLEN

is an assistant professor of organizational behavior at ESMT. Laura’s research combines the leadership and identity literature to study how individuals develop a leader identity. Among other topics, she studies the positive and negative sides of holding a leader identity, and if and under what circumstances leadership self-perceptions have an impact on performance evaluations. She is also interested in gender diversity and in understanding the identity conflicts that women leaders might face at work. Her research has been presented at numerous international research conferences and published in journals. Prior to her academic career, Laura worked for Unilever. She is a senior consultant at Endalia, where she works on executive development, coaching, and leadership.

FRANCIS DE VERICOURT

is a professor of management science at ESMT. Francis’s general research interest is in operations excellence with an overlap in managerial decision-making. His current focus is on business sustainability and social innovation. His research has been published in leading management journals, including *Management Science*, *Operations Research*, and *Manufacturing & Service Operations Management*. His work has won several awards. He is the current chair of the MSOM sustainability special interest group of the Institute for Operations Research and the Management Sciences. Francis is also on the editorial boards of several leading academic journals.

TUITION*

€3,900

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 leading diverse individuals or teams whose ability to mobilize the talents and efforts of others directly affects the successful achievement of company goals.

INDIVIDUAL KEY BENEFITS

Participants will leave the program equipped with the concepts and tools needed to better understand the principles of human behavior within organizations. The knowledge gained from program activities will help executives increase acceptance of their ideas and work requests and establish productive working relationships with subordinates, peers, and superiors. Additionally, the insights gleaned into each individual's behavior will help them further develop their leadership skills and remain resilient in the face of work- and team-related challenges. Participants will be supported by a post-program follow-up as they put their new skills into practice.

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 with Psychological Intelligence (LPI) responds to the increasing demands on executives to enhance their leadership efficacy through better connections with subordinates, peers, and superiors. Psychological research offers many insights into human behavior. This program applies these research findings directly to the everyday behavior of modern executives, helping them to build foundations for productive relationships with people in organizations, to recognize what motivates both themselves and others, and to learn the most effective ways of working with a range of individuals. Supported by research, participants will discover how they perform as leaders through feedback analysis, experiential exercises, mini-lectures, small group discussions, peer consultations, and coaching sessions.

The number of participants in this course will be significantly lower than is standard in the executive education industry in order to encourage active individual involvement and ensure personalized attention to each participant's needs. Several modules of the program will be delivered in small groups with a 1:7 faculty-to-participant ratio. Executive coaching sessions will be provided individually for each participant.

TOPICS INCLUDE

- ✓ Overview of critical psychology findings relevant for leaders
- ✓ Emotional and social competencies of leaders
- ✓ Exploration of psychological challenges in decision-making
- ✓ Learning styles and their implications at work
- ✓ Handling psychologically challenging work-related situations
- ✓ Dealing with necessary evils
- ✓ Overcoming internal barriers to change
- ✓ Facing adversity with resilience and perseverance
- ✓ Individual leadership coaching session

METHODS

We have designed an experience-based program for managers who want to become better leaders. As a result, LPI relies on methods specifically chosen for this group, including interactive mini-lectures, case discussions, analysis of 360-degree feedback, small group discussions, peer consultations, and individual coaching.

LPI PARTICIPANT GROUPS

REPRESENTATIVE JOB TITLES OF FORMER PARTICIPANTS INCLUDE

Account Director, Department Head, Deputy Global Practice Group Leader, Director Solution Integration Management, Finance Controller, Financial Director, Head of Business Information & Presentations, Head of Global Project Portfolio and Governance, IT Director, Managing Director, Senior Auditor, Senior Manager, Venture Validation Manager, Vice President

COMPANIES REPRESENTED INCLUDE

Allianz, Bayer, Deutsche Bank, E.ON, European Central Bank, Evonik, GMS Global Media Services, Grammer, K+S, MAN, Münchner Rück, Neurodan, Robert Bosch, Swiss Reinsurance, ThyssenKrupp, Turner Broadcasting System, UniCredit Bank

COUNTRIES REPRESENTED INCLUDE

Austria, China, Denmark, France, Germany, India, Indonesia, Liechtenstein, the Netherlands, Poland, Portugal, Sweden, Switzerland, Turkey, United Kingdom

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.

LPI is part of the cluster Leadership and Social Responsibility and counts toward 3 of the 18 days necessary to gain the diploma.



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



Illuminating when it comes to understanding yourself,
your relationship with others, and the influences
involved. Thoroughly enjoyable as well.

*Suzanne Hayward, Managing Director, Corporate and Investment Banking,
UniCredit Bank*



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, Netsai Ndaza.

+49 30 212 31 8055
netsai.ndaza@esmt.org

ESMT
European School of Management and Technology GmbH

Schlossplatz 1
10178 Berlin
Germany

www.esmt.org/intelligent-leading
www.esmt.org