

Leading Talent: Helping People Grow People

LEADERSHIP AND PEOPLE MANAGEMENT

January
26-27, 2017
March
9-10, 2017
May
18-19, 2017

MUNICH



WE LIVE IN A TALENT ECONOMY. IS YOUR ORGANIZATION PREPARED? ARE YOU?

What if you had a tool to boost the active engagement of your employees? What if this tool were you? In this program, you will explore and train the latest methods and practices to help your employees grow. The “people factor” is a huge challenge for companies. One in two employees in the US has quit their job in the course of their career to get away from their manager. In Germany, it is one in every four employees. Only about 30% of employees in Germany and the US are engaged at work. Why? We live in a talent economy. Today’s employees, and in particular the many young rising stars of generation Y and Z entering the job market, have high expectations. And a lot of alternatives. They will not hesitate to quit their job if they are not happy. They seek engagement and development. They crave exercising their talent and putting forth effort, provided that their work environment suits them. Retaining them requires engaged managers: highly engaged managers have highly engaged employees

and vice versa. As a leader, guiding and developing the people in your company is in your hands. Taking real interest. Identifying their potential. Investing time in their development. Reflecting on this process. Giving feedback. Challenging them. Nurturing their talent. This will raise their motivation and commitment significantly. All parties benefit. The environment in your company will change. The return on this investment will be high.

Enabling leadership

Investing in your people is the key driver to engagement, success, and stability. This is why we designed the program “Leading Talent,” an innovative approach to leadership. Join us and learn to guide and develop the talent in your company more effectively. We will explore and train ways to empower the people you work with. Learn to help people grow.

TAKEAWAYS

1) Enhance your knowledge

Discover the meaning of talent development in leadership. Learn about a cutting-edge and innovative process. Find out how people really “tick” and match in teams.

2) Expand your tool kit

Explore state-of-the-art tools. Acquire methods to become a better listener, ask the right questions, and give effective feedback. Learn to apply the Design Thinking Process to your leadership approach.

3) Reflect and improve your leadership style

Directly practice and test your knowledge. Bring your personal “talent challenge” and work on it through this process. Continuously train and reflect on your capabilities with a facilitator in your mother tongue during the program.

4) Build a strong business network

Exchange insights and ideas, share learning and experience. Develop valuable business contacts. Expand your network beyond the seminar.

WHO SHOULD ATTEND

Leaders at all levels who want to foster their leadership capabilities and acquire the key competency in the talent economy: to help people grow

Specific

- Heads of HR seeking to expand their knowledge in talent development
- Family business owners and representatives who want to develop their next generation of leaders
- Venture capitalists and private equity managers investing in new businesses and people
- Entrepreneurs launching new ventures with new teams

#1 IN THE WORLD FOR EXECUTIVE EDUCATION PROGRAMS
FINANCIAL TIMES, 2015 & 2016



Matthias Ehrhardt

Facilitator

Prof. Dr. Dr. Matthias Ehrhardt has served as an executive coach, consultant, and lecturer for talent development, entrepreneurship, and leadership skills at various universities, business schools, and companies. He has worked with startups, SMEs and family businesses, famous figures, and global corporations in Europe and the US. Learning and talent development have always been a passion of his. Matthias has a master of administration studies (M.A.S.), a master in media psychology (M.A.), a PhD in law (Dr. iur.), and in art history (Dr. phil.). He is an alumnus of both IESE Business School's AMP and Columbia Business School's CIBE programs and is currently enrolled in Harvard Business School's Owners and Presidents Program (OPM). Matthias has attended IESE's International Faculty Program (IFP), the Columbia Coaching Certification Program (CCCP), and is a founding fellow of the Institute of Coaching (ICPA) at Harvard Medical School. In addition, he has extensive experience in building up, restructuring, investing in, and growing companies in diverse industries such as media, training, education, and high-tech. He is the founder and CEO of AUTORIS, a boutique talent development firm. Currently, he is engaged in various businesses and research projects that focus on learning, talent development, and organizational performance.



Sebastian Reiche

Academic Director

Prof. Dr. Sebastian Reiche is Chair of the Department of Managing People in Organizations at IESE and Academic Director of the Program for Leadership Development at IESE Barcelona. Sebastian is an expert on global work, global leadership, and talent retention, and has worked with organizations in Europe, the US, and Asia. His research has appeared in the Best Paper Proceedings of the Academy of Management and Academy of International Business and is published in scholarly journals such as the Journal of International Business Studies, Personnel Psychology, Journal of Management Studies, Human Resource Management, and Journal of World Business, among many others. His research and expertise have been featured in the international press, including The Financial Times, Forbes, BBC Capital, Handelsblatt, and El Pais. Prof. Reiche is Associate Editor of Human Resource Management Journal and serves as a member of the editorial boards of numerous prestigious journals. Sebastian has consulted with companies such as SAP, Haier, and Puig. He has taught in Custom Executive Education programs for a number of companies, including SAP, Deutsche Bank, Deloitte, and Opel.

Read more about leadership online: blog.iese.edu/reiche/

INVEST TIME. RECEIVE RETURN ON INVESTMENT. AND A BIG SMILE.

Apply the Design Thinking Process to your leadership approach.

This 3-module customized program is designed to give you a broad overview of talent development in leadership. It will expand your expertise as a manager and leader and optimally prepare you to focus on the “people factor” in your business and to make sustainable changes. You will approach this issue from different perspectives and test methods of implementation. Learning about new and innovative concepts such as the Design Thinking Process will

broaden your mindset.

Through one-to-one interactions with facilitators and peers, you can address and master your personal “talent challenge.” Moving through and applying this new process will help you to solve other future challenges. As we go through the modules, you will grow personally as a leader. And you will learn to better engage your people and help them grow.

PROGRAM STRUCTURE

Module 1: Basics (January 26-27, 2017)

- Introduction: leadership in a “talent economy”
- The leader as coach
- Meaning and use of assessments and personal preferences
- Professional coaching: processes and standards
- Coaching tools: questioning, listening, feedback
- The use of narrative in professional coaching

Module 2: Talent and Innovation (March 9-10, 2017)

- Introduction: connecting talent and innovation
- New concepts in talent development
- ICON, a design thinking-based talent development approach
- Computer simulation
- How to develop an “innovative mindset” in your company
- Digitalization: chances and challenges

Module 3: Global Mindset (May 18-19, 2017)

- Introduction: talent development in a global context
- Meaning of intercultural dialogue and leadership
- Multicultural theories
- Microsoft Vega, “Developing People and Products”
- Know-how and instruments
- International dimension of coaching and communication

WHAT YOU GAIN

The program helps you

- to rethink and unfold your leadership role and performance
- to apply cutting-edge expertise and sustainable methods to your talent development approach
- to groom talent for the future
- to refocus, innovate and stabilize your organization with a new mindset

“Millenials are fully digitally connected. But unattached to employers and institutions.”



RETHINK AND UNFOLD YOUR LEADERSHIP ROLE. GROW AND LET GROW.



BENEFITS FOR YOU AND YOUR ORGANIZATION

- Engaged employees
- Feedback culture
- Inspiration and commitment
- Thriving corporate climate
- Improved company image and reputation
- Innovative mindset
- Increased productivity

Not only will this program help you acquire new skills around leadership and talent development, it will also equip you with a highly innovative talent development process based on cutting edge insights from design thinking. By learning how to work with this process, you will be enabled to apply it to any present or future leadership or talent development challenge.

“The single biggest mistake in leadership is to believe that talent development is only the task of HR.”

CONTACT US

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Dates and Venue:

January 26-27, 2017
March 9-10, 2017
May 18-19, 2017

IESE Munich
Maria-Theresia-Str. 15
81675 Munich
Germany

Limited Parking

Approximate Schedule

From 9 a.m. to 6 p.m.

APPLICATION

You may request application forms from Bernadette Bruns, BBruns@iese.edu.

General Fee: € 6,900

IESE Members Fee: € 6,210

The program fee includes tuition, all reading and classroom materials, and most meals. Places are limited and will be filled in the order of registration.

Personality Assessments

You will have the opportunity to take two personality assessments (MBTI and TKI) before the program.

Your “talent challenge”

Bring your own “talent challenge.” This could involve personal leadership style, conflicts with colleagues or employees, challenges within teams, or the like. Over the course of the program, participants will work on their “talent challenge.” In between the modules, participants will get supervision from highly qualified talent development experts.

CERTIFICATE

Participants will receive a certificate about “Leading Talent” from IESE Business School upon completion of the program.



**A WAY TO LEARN
A MARK TO MAKE
A WORLD TO CHANGE**

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