

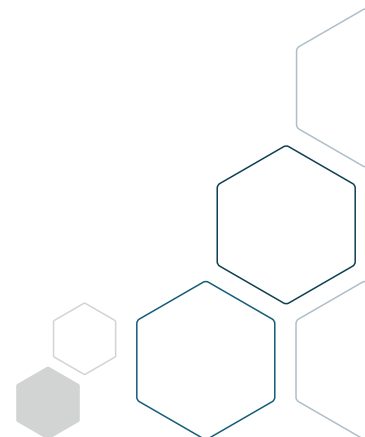


# Leadership Development Programmes

Human Insight



humaninsight



# LEADERSHIP CHALLENGES

Within the current way of working, developing leadership is essential to create resilient organisations and teams. Here are a few recognisable challenges to which we apply our expertise



## Transition to new leadership

Autonomous teams, hybrid working, coaching leadership. The way people work is changing and with it the expectations of employees towards their managers. How do you move as a leader consciously and competently in these kinds of transitions? How do you remain the leader your team needs?



## Improving Team Performance

Measuring and improving team performance requires more than just measuring results. Does your organisation have the right ingredients for achieving the set goals? How do you really measure diversity within your teams and how do you use this optimally as a leader to help your teams grow, work and thrive?



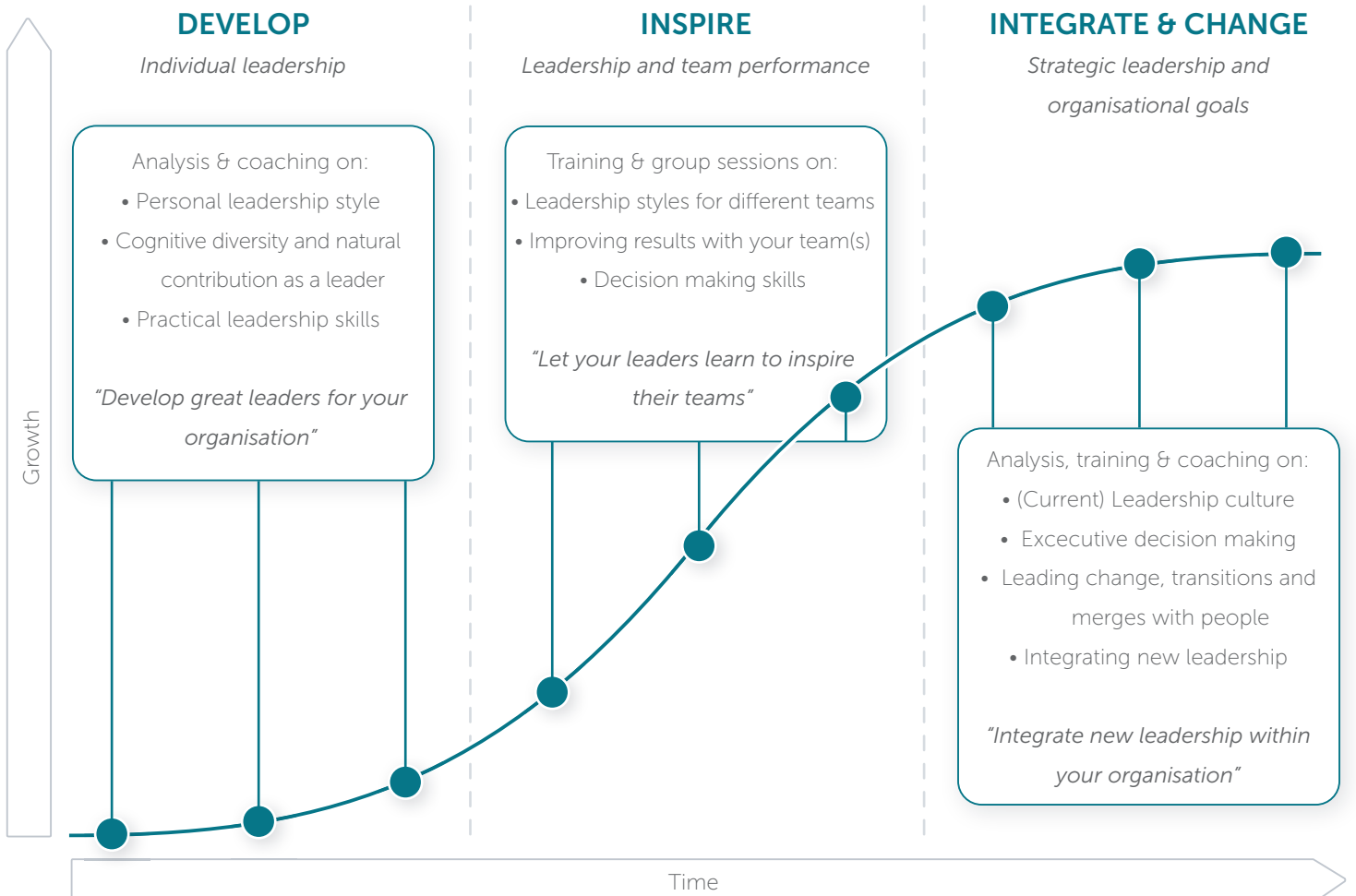
## Creating Psychological Safety

When people feel free to be and express themselves, this has a great impact on creating an ideal work environment, which will improve individual, team and organisational performance. As a manager, how do you ensure psychological safety and encourage behaviours that foster this atmosphere?

# OUR APPROACH

Develop, inspire and change.

Based on our expertise and experience, these are the building blocks for successful behavioral change in leadership development. We believe in creating sustainable leadership. This means that our approach always involves analysis, practice and embedding, no matter how compact or extensive your development program.



# FOR WHOM?



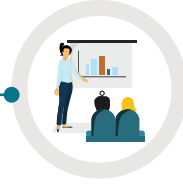
## Leadership for individuals

A resilient and sustainable leadership culture starts with personal leadership. Develop your people's unique leadership qualities, skills and personal goals.



## Leadership in teams

You never lead alone. Who are you as a leadership team and how do your leaders position themselves in the complexities of different team dynamics?



## Organisational leadership

Our constantly changing world requires resilient, flexible and vision-driven leadership. How do you ensure that your people know where you are heading as an organisation?

# TAILOR-MADE PROGRAMME



## Blended learning

Online + inhouse



## Tailor-made programs

From short sessions to long term projects

Based on our experience and expertise, we know which building blocks lead to successful behavioral change and leadership development. When building a leadership development programme with us, we will mix and match these building blocks to fit your needs.



### These building blocks consist of:

- Managing teams, team performance and dynamics. Also called **strategic and cognitive diversity**.
- Cultivating a high performance culture. Practical applications and dealing with **psychological safety** where everyone contributes from their field of influence.
- Analysing certain **behaviors and routines** in people. Consistent behaviors and leadership styles that can be learned.
- **'Moments that matter'** - these are the moments that have shaped us subconsciously and have an impact on our values and standards and how we lead
- **Executive presence** - Insights into the ways in which we use facial expressions, body language, appearance during critical moments in leading others.
- **Managing complexity** - insights into how we deal with behavioral components and external factors that we cannot oversee, but as a manager we must manage



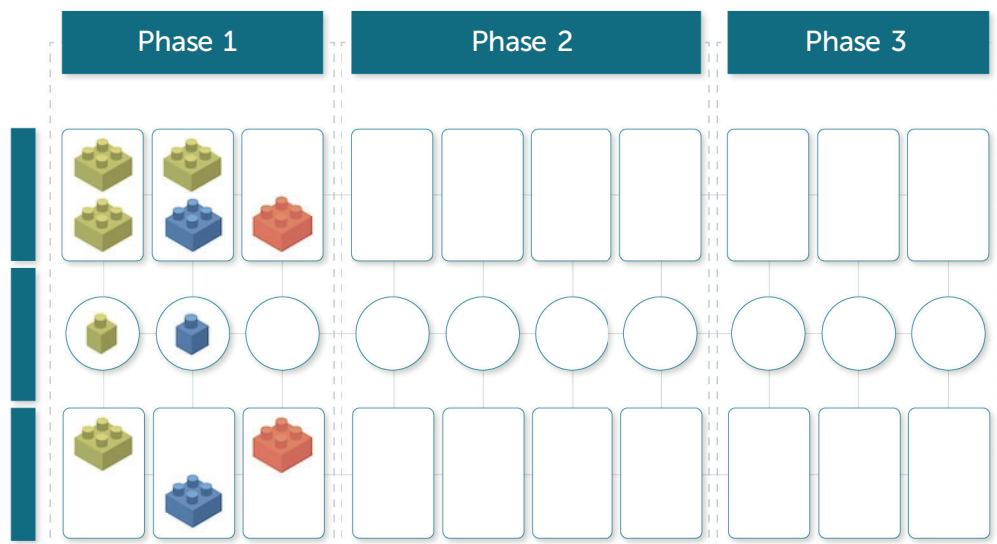
Team sessions



Coaching sessions



Personal Assessments & assignments



Time



The Hague - Werkfabriek  
Wegastraat 29 2516 AN The Hague  
*The Netherlands*  
+31 (0)85 8229827  
info@human-insight.com  
www.human-insight.com