



**SCANDINAVIAN ACADEMY**  
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# Course: Decisions, Dynamics & Leadership Styles

| Code | City                | Hotel              | Start      | End        | Price  | Language - Hours |
|------|---------------------|--------------------|------------|------------|--------|------------------|
| 404  | Berlin<br>(Germany) | Hotel Meeting Room | 2025-04-14 | 2025-04-18 | 5450 € | En - 25          |

## The Course

Corporations need to nurture dynamic leaders who can help their employees to be innovative and enterprising. This course presents an opportunity for leaders and professionals to learn how to help their employees develop the appropriate leadership style in the workplace. The seminar will also equip leaders to meet the challenge of developing excellent decision making skills.

Delegates will develop leadership skills based on the latest scientific findings on how to make effective and creative decisions. You will also learn how to apply flexible leadership skills in a practical way to help your team achieve its goals.

## The Goals

- Gain a greater awareness of yourself and your full leadership potential
- Refine your leadership styles for the benefit of your team and department
- Develop adaptability in dealing with different people
- Enhance decision making skills in employees
- Apply effective decision making skills in solving problems

## The Process

The seminar will combine presentations with interactive practical exercises, supported by video material and case studies. Delegates will be encouraged to participate actively in relating the strategies of effective leadership to the particular needs of their



workplace.

## **The Benefits**

- Learn how to cultivate key leadership styles
- Personal growth as an effective leader
- Better understanding of how to lead others towards effective decision making
- Deepen personal insights on how to cultivate creativity in the organization
- Manage relationships with others with effective leadership style

## **The Results**

- Enhance leadership through better understanding of leadership styles
- Cultivate a more productive work environment
- Improved Intra/Inter Departmental Communication
- Creative and Innovative workforce
- Leaders with spirit of enterprise
- Leadership who have effective decision making skills

## **The Core Competencies**

### **Participants will develop the following competencies:**

- Be more knowledgeable about your leadership style & how to maximize it
- Apply flexibility in various leadership situations
- Learn how motivate and lead others better to improve their performance
- Utilize understanding of personality styles to enhance your leadership
- Apply leadership dynamics to understand others better
- Encourage effective decision making skills

## **The Programme Content**



## **Day One**

### **Gaining Insights into your Leadership Styles**

- How Perception influences our leadership style
- Understanding our personality
- Personality and leadership style
- Improving our strengths & managing our weaknesses
- Maximizing our interpersonal relationship with others
- Removing emotional and mental blind spots

## **Day Two**

### **Developing Decision Making Skills**

- Using your left brain & right brain to make decisions
- Split brain theory for developing effective problem solving skills
- Developing openness to new ideas in making decisions
- Promoting idea mobility in teams
- Understanding the creative solving process in individuals and teams
- IDEAL problem solving approach

## **Day Three**

### **Applying Effective Decision Making Skills in the Workplace**

- Encouraging creative problem solving for continuous improvement
- Removing blocks to creative problem solving
- Convergent versus Divergent Thinking
- Divergent Thinking Skills for solving problems



- Using SCAMPER techniques to approach problem solving
- Applying SCAMPER techniques to make effective decisions

## **Day Four**

### **Overcoming Mental Blocks to Decision Making**

- Challenging self-imposed assumptions
- Metaphorical thinking
- Increasing new ideas
- Getting people behind your ideas
- Evaluating new ideas
- Creative leadership

## **Day Five**

### **Effective Leadership to Develop Dynamic Problem Solving in the Team**

- Ensuring alignment with corporate mission
- Encouraging self-initiated activity
- Endorsing Unofficial activity
- Enhancing Serendipity
- Importance of appreciating diverse stimuli
- Practicing within-company communication for problem solving
- Developing a personal action plan



**The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:**

• **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

• **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

• **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

• **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

• **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

• **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

• **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

• **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

• **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

• **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include coffee break sessions during lectures.