

Inscriptio

Training
Program



Taking Point Leadership®
Program

About The Taking Point™ Program

As a result of our experiences during the missions we conduct with **Vade Ad Cor**, we created the **Taking Point Leadership® Program**.

Via **Inscriptio**, a division of Vade Ad Cor, this unique program is available to an exclusive audience only.

Our Goal!

Developing **Authentic and Servant Leaders...! Why?**

Because **leaders don't create followers, they create more leaders!**

But, very often **managers** in organizations are **a bit left on their own from a support point of view**. Meaning, a lot of **who am I, who is in my team, what is the mission, and how do I take extreme ownership** does not **get explained nor practiced enough!**

That is where the **Taking Point Leadership® Program** kicks in. It focuses on **you as a manager** and on how **you will become capable to take extreme ownership while dealing with tough situations**.

This **7-day program** is conducted over **3 months period**. It consists of **4 building blocks**, which take you on a **unique discovery journey** that allows you to conclude if you are capable to start **leading without formal or rang-based authority!**

Why Is This Training Program Different?

- Some of the challenges you are confronted with are not solvable using "normal approaches", standard methodologies, and tools. That is why we train off the "beaten track"!
- The full program follows a logical pattern, to help you keep your overview and to connect the dots.
- We give you two pre-read books, some papers, and movies to watch and you need to prepare two of your own cases.
- We also give you a detailed syllabus but only show the models "real live" that will help you to get your head (and hands) around the topics you are facing.
- You will also learn how your peers in other organizations are doing and what they face.

Simply put:

We look at your challenges in a **down-to-earth and pragmatic way**, allowing **multiple angles**, and using **the experience of the participants and the trainer**.

Most of all, **we liberate what is inside you**, but what you don't yet understand or show, **to deal with the topics at hand**.



Training Content

There are four main topics covered in the **Taking Point Leadership® Program**. The main topics we will handle, refer to, and/or look at are:

Building Block 1: Focus on “Me”

Morning:

- What brings you here? And what are the leadership challenges in your organization?
- You, your team, your organization, and your customer(s) are the basic ingredients we will be looking into in this training.
- We start by looking at you and your team from a “mental strength” perspective. Followed by a check on the degree of “overall resilience” in your organization.
- Are there traces of neglect in your organization? How severe are they, where are they situated and what causes them?

Afternoon:

- We run a short intro to Insights to help you to understand yourself and the environment in which you operate, better.
- We also explain to you how to deal with the different basic personality types you will encounter.
- How do you define high-performing teams and what are you facing with your colleagues and peers?
- How do you see your role as a leader? And what are you struggling with?

Building Block 2: Focus on “The Team”

Morning:

- What can we learn from the Special Forces Operators with regard to serving and leading?
- Teams move through development phases and this has a direct impact on how you can lead.
- Is there a difference between servant and shared leadership? Yes and no. But both should lead to the fundamental understanding that you can only succeed as a team!
- Servant leadership focuses first on giving direction and helping the team to decide on the targets to be obtained. In the second phase, this leadership style is about making sure that all the (relevant) required resources are available to your team.

Afternoon:

- Shared leadership on the other hand is about letting people lead based on their talents and strengths.
- But the team leader remains fully responsible in case things go wrong.
- Do you use them differently or combined? Servant leadership for complex transformation projects and shared leadership in moments of crisis?
- What do both require from you and your team with regard to your human development level, maturity, humility, and the containment of your ego?



Building Block 3: Focus on “The Mission”

Morning:

- When you need to deploy a team in an organization, you need to be capable to look at the organizational development phases, the culture, the atmosphere, the vitality, and the organizational values.
- Business transformation is a broad field of expertise. With what is it connected and why do you need to understand this?
- And what are the key characteristics that all mastery-level transformation practitioners share?
- Do you already possess these characteristics partially or in full? If not, are you prepared to pay the price to obtain them?

Afternoon:

- Two simple change models. Who Moved My Cheese & Switch. Simple, but extremely efficient.
- Some models for stakeholder analysis, to help you see, think, and define your approach!
- Not everybody processes change at the same speed and with the same degree of ease.
- That is why we look deeper into the adaptation curve and try to understand which troops to send in when and why.

Building Block 4: Focus on “Extreme Ownership”

Morning:

- There are three basic forms of resistance often related to a proposed change. I don’t understand, I don’t like it, and I don’t trust you!
- You also need to understand the difference between the authentic and the false yes/no.
- Interventions need to happen on an individual level and that is where the SCARF model comes in handy.
- We translate the military concept of NC’s, TOC’s, and OP’s to projects and business life.

Afternoon:

- A decentralized command is not something you set up overnight. How do you prepare the core team, the extended team, and the organization?
- And who do you put in your Transformation Office?
- In projects, you need to learn to recognize, the “follower” brain and “the internal leader” brain, very fast.
- To close down, something on the seven levels of human consciousness and why leaders eat last!

To participate in this program, an individual one-hour in-depth interview will be conducted first. Based on this, we will decide on your participation in the program.

Facilitator

Marc Van Obberghen, Strategic Transformational Leader & Seasoned Organizational Guide.



Target Group

- Project Managers, Program Managers, Quality Assurance Managers, Change Agents, Transformation Practitioners, Organizational Designers, and Business Coaches.
- HR Practitioners, Line Managers who are often involved in projects and/or programs.
- Medior, Senior, and Principal Consulting Levels in these fields.

Duration & Dates

- **This is a 7-day training.**
- Starting at 09.00 am till 17.00 pm.
- **Training material in English. The training is given in the Dutch or English language** depending on the specific session and its intended participants.

Price

- **The total price for the 7-day training program equals € 4.160,- Excl. VAT.** Including drinks, lunch, the training material, and additional reading material.
This training can be followed, using the **KMO Portefeuille**.
Our License Number is **DV.O216943**.



Location

We try to use a **training location in the center** of the regions where **the trainees come from**.

Payment Condition

The complete invoice amount is due before the start date of the training. And needs to be paid **no later than one month in advance of the start date of the training**.

Subscription

Please send an email to marc.van.obberghen@inscriptio.be, to subscribe. Please mention your mobile number or skype address so we can set up the preliminary interview. Please note that, **in case of cancellation, there will be no refunds**. A colleague however can take your place.

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