



Leadership & Change Management Program

IN ENGLISH



Leadership & Change Management Program

Seven-day seminar over two parts for executive managers, in particular

- ▶ Top and senior managers as well as experts with management responsibility aiming to achieve above-average results with the help of their employees and teams, and improving their efficiency as a leader and coach.
- ▶ Managers with responsibility for results whose function requires a high degree of implementation and decision-making skills.

Concept

Well-managed companies are set on their course for success: Their profitability is above the industry average, attractive future fields can be occupied in time thanks to good investments, there is a constant optimistic atmosphere and everyone is committed and enthusiastic to work on common goals and projects. Power struggles, intrigues, or hedging tactics only occur infrequently. The winning spirit and the desire to achieve outstanding results as a group is paramount. The main objective of the leadership approach is transferring visions into concrete concepts and inspiring employees to successfully implement them. Comprehensive leadership qualities are prerequisites for being a successful manager. The following topics will be covered over the course of two four-day seminars:

- ▶ What are the principles and methods of an integrated leadership concept?
- ▶ What are the core competencies and prerequisites for effective leadership?
- ▶ Where are your personal strengths and development opportunities as a manager?
- ▶ What communication and social skills characterize great leaders?
- ▶ Which management tools promote leadership quality?

Topics

Part 1: Leadership Management

Integrated Leadership Concept

- ▶ St. Gallen concept of integrated management
- ▶ Defining yourself as a leader
- ▶ Understanding leadership roles
- ▶ Laws and principles of effective leadership
- ▶ New leadership approaches: virtual leadership and Generation Y, Z etc.

Communication as a Core Competence

- ▶ Communication as a core competence in the management process
- ▶ Particular characteristics of communication as a leader
- ▶ How communication motivates and drives peak performances
- ▶ How communication frustrates and leads to blockades and defensive behavior

Behavior of Good Leaders

- ▶ What are my personal strengths as a leader?
- ▶ What development opportunities can improve my leadership performance?
- ▶ What changes can increase employee performance and satisfaction?

Part 2: Change Management

Change Management: Lead to Implement

- ▶ Achieving acceptance for change
- ▶ Change management as a core management task
- ▶ The most common implementation barriers from practice

Successful Implementation of Change

- ▶ Phase model for successful change management; implementation concept
- ▶ Anticipated psychological stress as an implementation amplifier
- ▶ Creating a common "higher goal"
- ▶ Creating a sense of achievement and reinforcing change
- ▶ Promoting cultural change by example
- ▶ Modeling expected behavior
- ▶ Controlling the implementation process

Change Leadership and Leadership Behavior

- ▶ Dealing with resistance and challenging management situations
- ▶ Synergizing motivation, communication, and incentive systems
- ▶ Different leadership situations require different leadership behavior
- ▶ Communicative competence as a central prerequisite
- ▶ How to act in critical situations

Program dates (4 + 3 days)

Sem.-Nr.	Ort	Datum
E-86125	part 1 Hallwilersee	05. - 08.05.2025
	part 2 Brunnen	23. - 25.06.2025
E-86325	part 1 Davos	13. - 16.10.2025
	part 2 Brunnen	24. - 26.11.2025

Program fee*: CHF 9900.– (plus 8.1% VAT for seminars in Switzerland)

Further information and booking via internet: www.sgmi.ch/ens20

*Invoicing in EUR possible (depending on current currency rate)



Administration & Registration

Information and Advice

We will gladly provide you with more information about our seminars, programs and diplomas. Call us if you would like an SGMI advisor to help you make the right personal-development choice among our many courses and programs.

Phone +41 (0)71 223 50 30

Fax +41 (0)71 223 50 32

Registration

Please fill out the attached registration card and send it back to:

SGMI Management Institute St. Gallen

Bogenstrasse 7

CH-9000 St. Gallen

Fax +41 (0)71 223 50 32

Internet www.sgmi.ch

E-mail seminare@sgmi.ch

After we receive your registration, we will send you the following

- ▶ The confirmation of your registration with an invoice.
- ▶ Information on logistics, hotel and travel to the program venue.
- ▶ A room reservation sheet for your hotel reservation.

If a seminar is fully booked or if acceptance in a diploma program is not possible, we will inform you immediately. SGMI reserves the right to make small adjustments to programs or changes of faculty.

Seminar Fees

Seminar fees include the cost of the seminar and the seminar materials (plus 8.1% VAT for seminars in Switzerland). Not included are all hotel costs participants pay the hotel directly, including room and board. Multipart seminars can be booked only as a whole. Missed seminar days or seminar parts cannot be made up at a later date.

Seminar and diploma fees may be paid in Euro (EUR) or Swiss Francs (CHF) at the daily currency exchange rate.

Change of Registration/Cancellation

Changes of registration from one seminar or diploma to another are possible only up to 6 weeks before the start of the seminar and only at the cost of a CHF 400 change of reservation fee. Cancellations are free up to 3 months before the start of a seminar. Registered participants who cancel their registration between 3 months and 6 weeks before the start of a seminar will incur a charge of 40% of the respective seminar or diploma fee. Registered participants who cancel their registration within 30 working days of the start of the seminar will be charged the full seminar fee. We recommend that participants take out cancellation insurance to cover the above seminar cancellation costs in case of illness or other unforeseen circumstances. The complete SGMI terms and conditions are available here at www.sgmi.ch/tc.

Travel to the Hotel

Travel directions and information about the hotel are sent with the registration confirmation.

Registration Card

We register for the following program:

Number/Date	Last Name	First Name
	Date of Birth	
	Company/Organization	
	Street, Number	
	ZIP Code/City	
	Phone	Fax
	E-mail	Number of Employees
	Industry	Function
	Date	Signature

We are looking forward to your registration. Please send your registration card by mail, fax, or e-mail.

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