

## Training Location: Hegnegaarden

Hegnaarden is originally a farm, now reconstructed for course facilities. It's located on the island of Orø, 1.5 hours from Copenhagen airport, situated beautifully close to the water and amongst fields and forest. The farm has its own special charm and is an inspiring place to work with people in their process of growth and development.



The ferry connection from Hammer Bakke sails during daytime at the fixed minute numbers 00 – 20 - 40. The passage only takes 6 minutes, and the farm is 5 minutes' drive from the ferry.

Hegnaarden is an ideal place for courses, workshops, meetings, seminars, parties etc. The course facilities consist of 2 farms; The Northern and The Southern farm, and as they were originally build in the 1600<sup>th</sup> century by two brothers, they are collectively called Hegnegaarden.

The northern one was totally rebuilt after a fire in 1978 with modern standards, whereas the southern farm still has remainders from 1739, and is currently under reconstruction.

## Authentic Personal Leadership



Develop a sincere and profound professional leadership based on authenticity, your personal foundation, and a true addition of higher emotional and relational awareness and skills.

This comprehensive training is for experienced leaders who have passion and curiosity for the human aspects of leadership as well as for leaders who at times experience inexpedient limitations, shortcomings, or uncertainty in how to stay the best version of themselves.

## General Purpose of this Training

This program is an intensive and amazingly fruitful journey into self-insight and integration of strengths and up-till-now unexplored development potentials.

Our aim is to enhance your personal leadership competence regardless of your prior experiences and to expand your knowledge and know-how about:

- You - being the person, cooperative partner, and leader, you are – your rationalities and irrationalities – and the competence to influence with direction, meaning, and passion.
- Other people, and how to create real trust – development together with them - and succeeding to inspire their own development.
- Emotionality – yours and others – and the tremendous value it gives to access it.
- The irrationalities of everyday life – the term we tend to use when we don't see the rationale behind.
- The significance of deepening relations for productivity, efficiency, innovation, and stress-reduction.
- Excitement driven energy versus duty driven ambivalence – why we often succeed, and why we often fail – and how you as a leader can be the determining positive factor.
- Being authentic – exploring the richness of your full personality – finding the benefits for you – for your relations - and gain fruitfully from your effort.
- Significantly improving the Return on Investment with all your employees and stakeholders.

You can expect a riveting insight into human needs, motivations, and the rationale in irrationality. You will feel more complete, and gratified as a human being, and thus experience a depth of leadership that inspires trust, energy, and results.

## About Lead 2 Succeed

Lead 2 Succeed was established in 2005 by Søren Ewans Porting after many years of experience as a senior consultant, coach, and leadership trainer at Personal Management International ApS and as a faculty member, teacher, and gestalt psychotherapist at GIS-International (An internationally renowned training centre for gestalt psychotherapists and gestalt organizational consultants).

These open Authentic Personal Leadership seminars are held in a joint venture with Personal Management International ApS.

Lead 2 Succeed is a niche business, specialized in leadership training, employee development, individual and team coaching, stress- and crisis-therapy, and conflict resolution. Our core competence is deepening and improving emotional and social competences in – and amongst people, to enable leaders and employees to create trust, wellbeing, synergy, meaning and life-quality and thus exceed the boundaries for growth and results within their organization.

Lead 2 Succeed offers genuine qualitative human development to individuals, teams, and whole organizations primarily in Europe. We are specialists in accessing and unfolding the deeper and finer qualities that all people contain. The reward from this is improved collaboration, wellbeing, energy, and not least great results.

We are all experienced organizational consultants/coaches/psychotherapists and have solid expertise and knowhow to meet all varieties of needs - from existential crises and layoffs to consolidation and fine-tuning successful progress. We are experts in human development through own comprehensive personal development process, maturation, profound training, master class and supervision.

## Practical Information

Admission requirement for the program is a deeply engaging interview to uncover your aspirations and needs, and to ensure your readiness for such an extensive and demanding development process. This should not be considered a milestone. It is simply a mutual reconciliation of expectations to ensure that we can provide exactly what you need for developing your leadership.

**1<sup>st</sup> Seminar Personality – The Foundation of Leadership**

**2<sup>nd</sup> Seminar Relational Competence – The Precondition of Leadership**

**3<sup>rd</sup> Seminar Organizational Culture - The Whole(some) Leadership**

## Cost

**Course fee: € 7,400/DKK 54,600**

A maximum of 3 persons can participate from each organization.  
The 2<sup>nd</sup> and 3<sup>rd</sup> applicant receives a 10 % course fee discount.  
There is a very strong benefit of participating with colleagues.

**Board and lodging for 15 days: € 2,750/DKK 20,400**

Please note the above prices are excluding VAT.  
If you need special diet, contact Lead 2 Succeed with your instructions.

## Kontaktinfo

Please call or write us to apply for the training and feel free to contact us for more information.

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## Changeability Requires Human Expertise

As leaders, regardless of position, we need to expand our abilities to engage and motivate, to influence and be influenced, to deepen relational trust and develop individuals, teams, and our whole staff.

In Lead 2 Succeed we see a meaningful correlation between deep personal self-insight and the potential of authentic leadership. Lead 2 Succeed's approach to leadership development entails profound willingness to work with your own development issues and you will certainly reap rewarding fruits.

The life in organisations is characterized by constantly changing circumstances, which requires leaders to be flexible, adaptable, energetic, and most importantly, talented with employees who are affected by change.

Lead 2 Succeed brings life into leadership psychological theory and practice. Thereby enabling leaders to become powerful and emphatic, capable of countering turbulent changes and challenges while simultaneously reinforcing unity, commitment, and energy among their employees.

Our leadership training unfolds your unique strengths and untapped potentials, and expands your ability to create good chemistry, trust, productive cooperation, and empowered employees.

We provide a possibility to grow as a person, and as a leader with all the benefits it brings to life, leadership, productivity, and to your organization. You are an active part in tailoring your training, basing it on your values, strengths, and challenges, as well as your standpoint in both work and life. The training is intense, very involving and highly personally enriching.

## Organizational Competence

You will get a field-theory perspective of your company culture and uncover the emotional parameters of your organization. Thereby really understanding the need of involvement in any implementation process: strategy, vision-mission-values, needs-for-change, streamlining, downsizing, mergers, expansions, balance between long-term and short term focus, innovation priorities, etc. You will learn how to implement any major initiatives, deeply involving your employees in creation of success instead of being resistantly passive or directly counteractive.

## Professional Competence

You will get a unique human expertise that lifts your leadership performance in daily life with your employees, colleagues, superiors, and adds extra value for your customers and suppliers, all of which increases the bottom line. Also, the management part of your role will be lifted due to your increased process-oriented attention, which will give measurable time and cost savings. You will be competent and experienced as a coach, sparring partner, mentor, and staff developer.

## Relational Competence

Your ability to create and maintain trust with your surroundings will be increased significantly. Be it your ability to confront difficult, delicate, or directly unpleasant topics in a trust reassuring way. You will enhance your ability to be receptive and responsive, and in general your ability to feel and demonstrate equality with others, regardless of position, age, or temperament. Your sharpened attention on own latent pitfalls will help you reduce avoidances in your leadership. You will learn to resolve conflicts so that trust is restored, both as an involved party and as a facilitator.

## Personal Competence

Your awareness of yourself, your needs, strengths and limitations, your enhanced understanding of own life baggage and experiences becomes a wisdom that enhances your ability for contact, presence, focus, concentration, rest, relaxation, vigour, dynamics, decisiveness, empathy, influence, creativity, innovation, and other significant aspects. You will in no way be different, but much better at being yourself, and being true to what you stand for.

## Tailored Leadership Training

We do not offer general concept solutions. By contrast, our training is specifically designed together with each person to develop own awareness, consciousness, relational risk willingness and readiness to undertake appropriate actions in life and job.

This we ensure, among other things, by meeting the person with his/her needs and readiness as they are, and together with the person we awaken the true inner potential derived from life experiences. For us it is not an option to offer concepts, stereotypes, and fast tools. Our tenet is genuine respect for the person's standpoint, resources, determination, and route choices.



## Program structure

The training span is 6 months and consists of 3 intensive residential weeks (Monday - Friday) with 8-10 weeks implementation periods between, where the real practise in work and life is done.

Furthermore, we arrange individual sessions, either physical or on Teams, between each seminar, to keep your energy vitalized, to adjust and deepen your further steps, and to ensure the sharpness and willpower, you need for being successful with your and your organization's implementation ambitions.