



ADVANCED LEADERSHIP ACADEMY May, 3-5.2020, Ohrid

PROGRAMME

- Module 1: Road Maps for (1) Managers and (2) the HR Service*
- Module 2: Emotional intelligence (EQ)*
- Module 3: Building social capital*
- Module 4: Self-assessment exercises*

DAY 1

TIME	ACTIVITY	LEARNING OBJECTIVES	METHODOLOGY AND TRAINING MATERIALS
1000-1045	Opening session	<i>Mutual introductions; expectations; programme; objectives</i>	<i>Plenary</i>
1045-1230	Recall of Stages 1-3	Embed the most important tools in participants' learning	1. Introductory discussion 2. Interview role play on the Leadership Benchmark competences. 3. Group exercise on Performance Mindset
1230-1245	Statements of achievement (1)	Demonstrate how the learning of Stages 1-3 has been put into practice	Presentations from 2-3 participants
1245-1300	Self-assessment (1)	Become more aware of own leadership strengths and areas for development	Individual self-assessment exercises from Module 4 booklet
1300-1400	Lunch		
1400-1430	Road Maps (Module 1)	Introduce tool for maximising staff performance and strengthening HR	1. Introduction to the Road Maps with interactive PowerPoint presentation 2. Group exercise: The Ladder of Emancipation 3. Group exercise: HR Benchmark

			4. Group discussions: Action to be taken
1530-1600	Coffee		
1600-1700	Road Maps	Continued	
1700	Close		

DAY 2

TIME	ACTIVITY	LEARNING OBJECTIVES	METHODOLOGY
0900-0945	<i>Recall exercise and thought for the day</i>	<i>Recall yesterday's learning and commitments</i>	<i>Each participant states key learning point; interactive plenary discussion</i>
0945-1000	Statements of achievement (2)	Demonstrate how the learning of Stages 1-3 has been put into practice	Presentations from 2-3 participants
1030-1100 Module 7	Emotional Intelligence (EQ) (Module 2)	Develop deeper understanding of how emotions can be used to drive performance	1. Role play of orchestra 2. Introduction and exercises on Emotional Literacy 3. Introduction and exercises on the Power of Feelings 4. Group exercise on Emotions in the Municipality 5. Group exercise on EQ competences 6. Buzz groups or homework on Toxic Behaviours <i>PowerPoint slides will be used throughout the session</i>
1100-1130	Coffee		
1130-1300	Emotional Intelligence (EQ)	Continued	
1300- 1400	Lunch		
1400-1430	Self-assessment (2)	Become more aware of own leadership strengths and areas for development	Individual self-assessment exercises from Module 4 booklet
1430-1530	Emotional Intelligence (EQ)	Continued	
1530-1600	Coffee		
1600-1700	Emotional Intelligence (EQ)	Continued	
1700	Close		

DAY 3

TIME	ACTIVITY	LEARNING OBJECTIVES	METHODOLOGY
0900-0945	<i>Recall exercise and thought for the day</i>	<i>Recall yesterday's learning and commitments</i>	<i>Each participant states key learning point; interactive plenary discussion</i>
0945-1000	Self-assessment (3)	Become more aware of own leadership strengths and areas for development	Individual self-assessment exercises from Module 4 booklet
1000-1100	Building Social Capital (Module 3)	Learn how to harness the power of partnerships for public service	1. Introduction 2. Group exercises on the Partnership Benchmark 3. Role Play: developing a programme to counter domestic abuse 4. Group exercise to leading change 5. Conclusion with interactive PowerPoint presentation
1100-1130	Coffee		
1130-1330	Building Social Capital (Module 3)	Continued	
1330-1400	Presentation of certificates Close Lunch		