



Leadership compass®



Leadership compass[®]

Navigating in Tomorrow's World

The Context for Leaders

Leadership today is set in a new context – there has been a quantum leap in the world, and now leaders need to make a quantum leap, too. Because the complexity and ambiguity many leaders encounter is unprecedented in the new terrain of the global economy, leaders are asking themselves “what new ways of leading are going to create sustainability?” Leadership Compass[®] answers this and many more questions, in a way that makes a real difference.

“What is a leader: someone with a vision, and who has the ability to get others to share that vision; someone who inspires others to follow them to a destination that is different to where they are; someone who helps their organisation to move forward to places it has not been before. Leading with uncertainty, and no fear, is my way since Leadership Compass.”

Jean-Christophe Alibert, Director, Direct Sales Division, Global Corporation.

Developing your Leadership Character

When does BEING a leader become a business imperative?

Right NOW!

Using the Leadership Compass[®] framework, you will be embarking on a journey that will enable you to develop your unique leadership character, and navigate yourself and your people through the ups and downs of today's business landscape.

“Leadership Compass showed me that it's never too late to learn more, much more, about myself and that these discoveries have led to a new understanding of my interaction and impact on others. The Compass experience is one that will stay with me. The network of close relationships and the richness of the learning have changed my understanding of myself and of those around me. Compass is that rare thing – a rich combination of learning, hard work and great fun!”

European Marketing Director, B2B.

Leadership Compass[®] is a series of three, two-day seminars, which focus on your authenticity, your values, vision and potential. The whole programme is designed to take you on a deep dive into the power of your leadership character, so you create the environment for great things to happen in your organisation. You will take this journey with other leaders who are also seeking to transform themselves and their organisations. Each two day seminar is followed by a PERSONAL COACHING SESSION with your own SWAN coach. The coaching will take place in your home country and in the language of your choice. The evidence that demonstrates the power of SWAN coaching is overwhelming.

“The coaching experience has been very valuable in order to ‘glue’ together all the discoveries and personal questions so that my energy, and my leadership, are more stable – no matter what is going on around me.” European Sales Director, Professional Solutions.

The coaching sessions contribute to creating sustainability and integrate your learning into your everyday leadership and life. You create a return on investment for yourself and your organisation that is powerful and unique.

“Every action and thought we create today – creates tomorrow's culture and reality.”

Business Strategist, Global Telecommunications.





Seminar 1 The Personal Compass[®]

Are you being a Leader or just doing leadership tasks?

Are you able to make sense of the complexities of your business world, and provide vision, focus and direction for people? Some call this **visionary leadership**, and the first step is to understand your own purpose, values and vision as a leader. The Personal Compass[®] is a business oriented planning model, which will enable you to create YOUR plan to be that visionary leader. What is required in this seminar is the ability to turn and face some of the hard facts about what is standing in the way of you being a visionary leader of the future.

"Compass showed me that when you can make meaning of yourself, you can make meaning of any role – and make it magic." Head of IT, UK.

Seminar 2 Leading with Intelligence[®]

Do you connect with your people or just transact with them?

Are you accessing and using your full intelligence? Using IQ a leader accumulates and develops many 'technical' business skills and competencies. However as the complexity of the business world has increased, many leaders have realised that using IQ alone is not sufficient to differentiate them, or their business. A new winning formula is required, this is Leading with Intelligence[®]– Emotional Intelligence (EQ). This is not a passing fad, nor just the management speak of the moment. There are numerous studies and accounts that demonstrate the importance of this leadership attribute. Using the EQ Compass[®] you will enhance and develop qualities such as collaborative influencing, relatedness and the magic of empathy and rapport to achieve business and personal goals. What is required in this seminar is the acumen to observe, manage and integrate Emotional Intelligence into YOUR leadership formula that connects people, and creates meaning.

"Now when people don't 'get me' – instead of telling myself a story about how stupid they are... I ask myself "how can I communicate differently so they might understand me better.""

Managing Director, Global Corporation, Munich.

Seminar 3 Coaching for Potential[®]

How often do you turn potential into bottom line ROI?

Do you wish to transform people potential into tangible returns for your business? Do you inspire people to achieve great results or instruct them how to do their job? In this third seminar you will utilise the Coaching Compass[®] to cultivate YOUR capabilities as a Leader-Coach. In this seminar you will become aware of the potency of your coaching conversations as you coach for real, and get in the moment feedback about how to develop. What is required in this seminar is the courage to step out of your comfort zone and develop the strategic components of a Leader-Coach.

"I realised that criticizing my team to get them to perform was not in line with my values – better to coach them to use their energy and talents – it takes real effort and commitment – and it's worth it!" Managing Director, Consumer Electronics, Greece.

Leadership Compass® is about having a personal commitment to transform old thinking and discover the new thinking that creates new perspectives and outcomes.

Moving forward with Leadership Compass®

Leadership Compass® responds to YOUR personal agenda. Before the first seminar, you will have the opportunity for a PERSONAL DIALOGUE with the SWAN consultants who will facilitate the programme. This telephone session is intended to give you the opportunity to initiate your development journey in a very personal way, and enables you, and the consultants, to gain a deeper understanding of the work ahead.

Uniquely, following each Leadership Compass® seminar you will get the opportunity for a personal coaching session with your own SWAN coach. The coaching is intended to give you the opportunity to further your development after each seminar, so your return on investment is maximised.

Compass Alumni coaching is also available to leaders who have completed a Leadership Compass seminar.

For me it was and is a magnificent journey. The personal coaching was an integral part of the program and contributed a lot to the overall results. The seminars were wonderfully constructed with enough theory to go beyond operational everyday issues, enabling me to dig down deep inside to (re) discover my purpose, values and mission as a leader. The program not only helped to (re)discover those values, but offered each one of us a way to make those values shine through everything we do. Awakening consciousness in short. At the same time the program was "down-to-earth" enough to enable me to reflect learnings into the challenges I face in my current leadership role."

Ferenc Bóvíz, Strategic Marketing, Central and Southeast Europe.

The Calibre of SWAN Consultants

The nature of Leadership Compass requires that the SWAN Consultants who facilitate and coach in the programme have a depth of experience in leadership development, business acumen and an understanding of the dynamics of transformational change. All Leadership Compass® facilitators use an emergent approach to facilitation which means that each programme is unique to the group participating. All SWAN coaches are well versed in supporting individuals in making transformational changes for themselves and their organisations, and creating great places to work!

"Having my image of what I want to be as a leader has helped me get back on track and get back to poise and a strategic vision." **Director of Regulatory Finance, Telecoms.**

Is Leadership Compass for me?

The answer is "YES!" if you are serious about developing the qualities of YOUR Leadership Character. Are you interested in being more instrumental in inspiring others to achieve organisational goals? Are you leading where the priorities shift and change? Do you want to make a difference – You can with Leadership Compass®.

"My challenge was to let go of wanting the results before I'd even started the journey. I opened my mind and quite soon I was able to appreciate my relational strengths and from there how I can predict my performance as a leader." **Head of TV Business Innovation, Europe.**

"Leadership Compass helped me see the hidden reasons behind my leadership style and the things holding me back. It was challenging confronting some of the issues. What I'd say to other leaders about this programme is – give it a go – you've got a lot to gain."

Vice President, Global Electronics Corporation.

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