

LEADERSHIP MANAGEMENT

Duration: 4 days

The influence of leadership on performance and employee satisfaction is beyond dispute. Today's research clearly shows which leadership principles and leadership behaviors transform employees into motivated thinkers.

Good leaders are challenged. They should communicate visions, spark enthusiasm and transfer goals appropriately from the top to all other levels. They are supposed to support employees, develop skills and build teams where motivated achievers materialize ideas, show top performance, and achieve common goals in an atmosphere of mutual trust and open communication. They are supposed to grow within their role, develop substitutes and qualify themselves for higher tasks.

Requirements for leaders

- Successful leaders lead situationally. Their leadership style adjusts flexibly to different assignments and prerequisites of employees.
- Successful leaders manage to suitably apply the laws of motivational theory.
- They concentrate on relevant issues, set priorities, and delegate.

- They build their teams personally and select appropriate people for specific jobs.
- Competent employees with well developed skills are a crucial prerequisite.
- Awareness of the personal role model position, developing a performance-oriented and trustworthy environment.
- Conflict awareness; conflicts are not avoided but faced and addressed head-on.

PARTICIPANTS

- Successful managers acquiring new inputs and insights for personal leadership competence.
- Specialists and team leaders acquiring new positions with more extensive leadership responsibility.
- Junior managers designated for a higher position with comprehensive leadership responsibility.

TOPICS

The St. Gallen Leadership Model

- Human resources management as critical success factor of the St. Gallen Management Approach

- Awareness of the personal leadership situation: Influencing factors and effects

Leadership Style and Leadership Personality

- Findings of modern leadership theories
- Leadership styles and situative leadership
- Authentic and effective - components of personal leadership

Tools and Methodologies of Human Resources Management

- Leadership versus execution: Development of high performing employees
- Strategic incentive systems as motivators
- Target agreements, employee development, and performance evaluation
- Creation of dynamics and enthusiasm

Leadership Behavior and Leadership Competence

- Leadership through internal corporate identity
- Identification and motivation based on an exemplified corporate culture
- Competent leadership behavior in critical situations
- Motivation as leadership skill

SESSIONS

5034-E 21.–24.10.2024
Luzern

5015-E 24.–27.03.2025
Frankfurt, DE

5025-E 23.–26.06.2025
Hallwilersee

5035-E 20.–23.10.2025
Horn/St. Gallen

Program Fees

CHF 4500.–*
(plus 8.1% VAT)**

* Invoicing in EUR possible (subject to daily exchange rates).

** country-specific VAT for seminars outside of Switzerland.

REGISTRATION, ADMINISTRATION AND ORGANIZATION

Our paramount goal is to provide top of mind, holistic and practical management knowledge.

If possible, the content and structure of the seminar is adapted to a certain degree to the specific interests and backgrounds of the participants to foster the transfer of the provided concepts and methods into practice.

Our seminars in management education are structured as standalone modules that allow topic specific combinations. This facilitates the option to customize the programs to the individual needs of our clients.

We will gladly explain the advantages of this concept and advise you on the selection of the optimal program for you.

The following administrative references allow for a smooth process of your registration. We gladly assist you in any queries

Certificate

After your attendance of the seminar/ completion of a program, you will receive a certificate on the last course day.

Fees and Accommodations

Seminar fees include the cost of the seminar and the seminar materials (plus 8.1% VAT for seminars in Switzerland). Seminars outside of Switzerland are taxed according to local regulations. Not included are all hotel costs of the participant including room and board, directly payable at the hotel. Multipart seminars can be booked only as a whole. Missed seminar days or seminar parts cannot be made up at a later date (Exceptions may apply). Seminar and diploma fees are invoiced in Swiss Francs (CHF). Upon request, payment in EURO (EUR) is possible at the daily currency exchange rate.

Change of Registration / Cancellation

Changes of registration from one seminar or diploma program to another are possible only up to 6 weeks before the start of the seminar at the cost of a CHF 400 change of reservation fee.

Cancellations are free up to 3 months before the start of a seminar or diploma program. 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 or diploma program will be charged the full fee.

We recommend that participants take out cancellation insurance to cover the above seminar cancellation costs in case of illness or other unforeseen circumstances.

With your registration you accept the General Terms and Conditions of the SGMI Management Institut St. Gallen AG. For further information please go to www.smp.ch/en/tc

Hotel

Seminars are usually organized in hotels. You hereby benefit from a reasonably priced fixed rate. However, you are free to select your own accommodation. In any case, a daily flat rate is to be paid directly to the hotel. With the registration confirmation you will receive detailed hotel information and a room reservation sheet, which you should fill out and return to us immediately. We will then take care of the hotel reservation on your behalf. The hotel will then invoice you individually on departure.

REGISTRATION

We welcome your registration.

Please register using the form on the corresponding product website at www.smp.ch or by e-mail to seminare@smp.ch with the corresponding product information. Thank you very much.

Registrations will be considered on a first-come, first-served basis. If there are no more places available for a seminar, you will be informed immediately. Partial attendance of multi-part programs is possible on individual basis.

We reserve the right to make minor changes to the program, provided that they are beneficial to the success of the seminar.

SMP
Management Programm St. Gallen
Haggengpark, Oberstrasse 275
CH-9014 St. Gallen
Telefon +41 71 244 55 55
seminare@smp.ch
www.smp.ch