

The Greenhouse

by Ormit Talent

Leadership Essentials

For Agristo

ormit talent

The Greenhouse

It's a place for growing

A secure base with optimal conditions for personal growth, with others to trust. Because growing can be tough, at times. It takes a bit of nudging, lots of curiosity, even more earnest feedback and all the Braveheart you can muster.

Concretely, the Ormit Talent Greenhouse is a tailor-made **development track** composed of **trainings and coaching's** for the talents that already work in your organisation or for your own people managers.



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Kick-off And learning agility

With this meet-up, we want to establish a mindset where participants take ownership of their own development. Leadership is not about 'being a manager', but about being a master of your situation.

'You are always a work in progress'

Output:

- 🕒 Get to know each other and share expectations towards the program (setting the scene)
- 🕒 In Conversation with senior management from Agristo: what is a good middle manager and what does personal development mean for your senior management ?



Personal leadership

Box Clinic and HotSeat®

As a good people manager and director, you understand who you are and what your **personal development themes** are.

We take a step out of your comfort zone on a mental and emotional level, by using Boxing and the HotSeat® methodology

Outcome

- 🕒 What are your learning goals as a manager?
- 🕒 What is your comfort & effort zone?
- 🕒 How can you put things into practice?



Communication Lab

Effective communication is crucial as a manager. Your communication and the example you set, have an important impact on the success of the team.

These are two trainings with trainer and actor where multiple communication topics are tackled. We focus on practical application during conversations.

Outcome

- 🕒 Practical take-aways to implement in your next conversation with team members
- 🕒 More effective and conscious communication concerning giving feedback, levels of communication, dealing with conflict, asking the right questions, and negotiation



Situational Leadership

"There is nothing more unequal than the equal treatment of unequal people" - Thomas Jefferson

You don't need to be a manager to be faced with different leadership styles. Situational leadership suggests that there is no such thing as the 'best' leadership style. On the contrary: the most effective leaders are those who easily adapt their leadership style to the situation and their team's level of development.

- You will recognize different maturity levels in your team and act upon them
- You will realize what is needed to get the best out of every individual.
- You will discover different management styles for supporting and/or directing team members.



Basics of Team Dynamics

"If you want to go fast, go alone. If you want to go far, go together"

In this training, based on the theory of Tuckman and Lencioni, you learn about the universal 'laws' and different development phases of a team. We zoom in on your role as a leader in this.

Outcome

Ability to zoom out and have a 'outside' view on the dynamics and patterns of your team.

- ◉ Which phase are you at in your current team?
- ◉ How can you facilitate growth as a people manager
- ◉ Concrete actions to influence your team process



Individual coaching on new insights

In individual coaching sessions with a professional coach, you explore the new insights you obtained during your training sessions: What did you discover? What is the impact? How are you acting upon these insights? What did you bump into when implementing your learning?

Outcome

- 🕒 You get a better grip on how to be the best version of yourself
- 🕒 You enhance personal effectiveness, by acting on new insights
- 🕒 You assimilate the outcomes of the training sessions (avoiding 'one shot learning') and apply them in day-to-day situations



curiosity
only killed
the cat.



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