

Appreciative Leadership

How to achieve my team's optimal performance

26 - 30 September 2016

Athens, Greece

Course description

While traditional leadership focuses on problems, Appreciative Leadership focuses on potential, improves organizations and individuals by finding out what is working well and trying to get more out of it. It aims at getting the best out of people who are engaged in a system or a situation.

When we are overwhelmed by negative thinking about mistakes and responsibility, the positive approach of Appreciative Inquiry offers plenty of advantages to meet ever increasing demands. At the same time it is the best way to prepare oneself for the next steps after a crisis is over.

Methodology

A.L. leads systemic generative change in organizations and communities. Its applications include: Strategic Planning, Vision-Values-Culture Articulation and Cascade, Leadership and Team Excellence, Coaching, Employee Engagement, Alliance Integration. A.L. facilitates organization-wide changes through appreciative tapping of strengths, ideas, aspirations and co-evolved imagination.

Designed for

This workshop is designed for staff members of any public or private organisation active in the field of education, training and Youth, or active in the labour market, more specifically for: managers, coaches, psychologists, social workers, counsellors and Organisational Development professionals specialised in HR.

Benefits of A.L.

Participants will use practical exercises and tools in the following ways:

- picturing the current situation of the Organization or individuals (skills, manpower, organization and personal effectiveness, adequacy of available resources)
- helping to maximize their ability to clarify the clients' and team vision, to deal with the problematic symptoms from another perspective or other important issues
- designing the necessary actions for the company or the individual to achieve their objectives or the desired issues
- developing their positive perspective
- becoming familiar with A.L. methodology

Programme

This workshop is highly experiential and participative. It consists of short theoretical inputs, concrete exercises, and group discussions. Reflecting upon and applying each tool to your real-life cases from your everyday work, you will practise and gain new insights into your current dilemmas.

Day 1

- Increase our Energy - Positive core
- Introduction and framework of Appreciative Leadership
- Principles of AL I
- The art of Questioning - Exploring AI
- 4D Model

Day 2

- Discovery process
- Principles of Appreciative Leadership II
- Results of Appreciative Leadership
- Dreaming/Envisioning process
- Design process/action planning

Day 3

- Discovery process
- Principles of Appreciative Leadership II
- Results of Appreciative Leadership
- Dreaming/Envisioning process
- Design process/action planning

Day 4

- How to work with AL
- Alignment of your own styles and methodologies with AL - Group process
- Open space technology - Tips
- Co-creating your AL intervention
- Debriefing and Closing

Day 5

- Practical implementation
- Outdoor activity
- Evaluation - Debriefing and Closing

Instructors

Markos Perrakis holds a Ph.D. in “Leadership Styles and their Efficiency in Organisations” with publications in the fields of organizational psychology and coaching. He is trained in Systemic Consultation, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in organisational, career and personality issues. He is representative of ANSE (Association of International Institution Supervision in Europe), Scientific partner of EUMU (European Union of Small and Medium Enterprises) in Greece in fields of Strategic planning and Human capital development programmes. He is Founder and Managing Director of Fractality Organisational Development Services and ISO 9001:2008 Lead auditor.

Manos Pavlakis is a HR professional, Coach and a Trainer of Trainers. He holds Bachelor degrees in Greek Literature and European Culture Studies, an MA in Human Resource Management and an MSc in Political Science. His PhD thesis in the field of Adult Education (to be submitted in 2016) is dealing with the development in key competences within learning organizations. Manos has taken part in various European and international projects related to issues of adult education, group dynamics, youth mobility etc. He has a 15-year experience in the designing, implementing and

evaluating educational programs and activities in the public, the private and the third sector. As chairperson of the NGO Youthnet Hellas, Manos received the European Citizen's Prize from European Parliament in 2013. He is the author of the educational material for the international e-learning project YouReCa, which was nominated the UNESCO youth label of quality and excellence in 2013.

Date, Time and Place

Duration: 5 days
Dates: 26 -30 September - 2016
Location: Athens, Greece

Participation Fee

The fee for this course is 670 Euros. More information on these funding criteria can be found on our [Erasmus+ Workshop pages](#).

It includes tuition fee and educational material, certificates of participation and Europasses, welcome cocktail, gala dinner, one week card for all means of transportation in the city of Athens, half day excursion to idyllic Neptune Temple at Sounion Cape (<http://en.wikipedia.org/wiki/Sounion>) in Attica seaside (or similar).

Accommodation and meals are not included in the above fee, but can be arranged by FRACTALITY at special price/low cost for half or full board, in three or four star hotels in the city center. We can always manage low prices for groups. Ask us about it!

Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#). There is a minimum of 15 participants.

Application deadline

Please note that the application deadline for Erasmus+ funding is the 2nd of February 2016, 12:00 CET.

Contact us

If you have any further questions please contact us at info@fractality.gr or call us at +30210601052.