

**Intact  
Academy**

TA09:

# **Postcrisis Leadership: Recovery after Trauma**

ICF CEU accredited. EMCC accredited within senior practitioner program

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# Postcrisis Leadership: Recovery after Trauma

## Purpose

The purpose is to support you in recovering purpose, direction and commitment, in order for you to support your client to do the same.

Any time a crisis happens, leaders are challenged. Some leaders hide, freeze or fight. Some leaders however use the crisis to transform their business. Based on our long experience in developing leaders and facilitating innovation through crises, we have created this practical Post crisis leadership program.

## Target Group

This program is for experienced leaders, coaches, consultants, trainers and others, who want to deepen an understanding and skills of recovery after crisis.

## Ultimate Result

By the end of the program participants will have:

- Understand the difference between functional and dysfunctional crises, at both the individual and organisational level
- Practice ways to create purpose and secure base leadership
- Understand how to exploit crises to create new opportunities and direction
- Develop an action plan to establish cooperation post crisis

The workshop is relevant for both personal and leadership development.

## The Program

The program consists of five one-day workshops.

It is based on transactional analysis, group relations, system thinking and other frames of reference.

## The Workshops

**Workshop 1. Understanding the structure and dynamics of crisis:** The purpose of this workshop is to explore different types of crisis. Within transactional analysis we distinguish crisis at the structural, relational and psychodynamic level (Berne, 1964). In this workshop we will give an overview of the types of crisis and how to distinguish functional and dysfunctional crisis at the various levels. You will also learn what trauma is and its effects in an organisational context. At the end of the workshop you will be able to recognize trauma on a personal and an organisational level. You will create your organisational crisis map.

**Workshop 2. Redefining purpose and boundaries:** The purpose of this workshop is to explore specific interventions to develop secure based leadership within the team. We will explore the idea of the critical attachment period for employees and its importance for recovery after trauma. We will also explore the need to reestablish boundaries post crisis and how to redefine purpose and leadership. We will teach you how to re-establish trust and cooperation.

**Workshop 3. Light at the end of the tunnel:** The purpose of this workshop is to learn how to create an opportunity based culture. The new context that is created post crisis is a call to action to think of new products and new markets. During crisis we can see a fight, freeze or flight reaction in organisations, often ending up in post-traumatic stress responses. To create a new direction leaders need to be ahead of this curve, understand their role in transference transactions and start envisioning a new organisation.

**Workshop 4. Cooperation through commitment:** The purpose of this workshop is to explore specific interventions to create commitment in an organisation. Because the structure, relationships and imago are disrupted during crisis, people often lose their sense of belonging. During this workshop we will explore ways of freeing up the bound energy and re-establishing contact and relationships.

**Workshop 5. And now what?** The purpose of this last workshop is to exchange visions of the future, and how to apply what you have learned to realise your post crisis action plan. This workshop is dedicated to giving you personal supervision and feedback about next steps.

## Group Coaching

Coaching offers a safe environment to reflect on personal and professional performance. The aim of coaching is to optimize individual and team performance through personal and professional development.

We normally offer three additional groupcoaching sessions during the program,. The goal is to integrate and apply the learning in your organization. This can be extended with three more sessions. These group coaching sessions are paid for separately.

## Planning and Costs

The program is given online via Zoom or on location.

The program is in English, with the possibility of different translations.

For actual dates please go to the website: [www.intactacademy.com](http://www.intactacademy.com)

Costs are aligned with the NUMBEO index per country. Intact Academy is a state recognized CRBKO institution, and thus programs are offered VAT free.

## Registration

### Register through email:

<https://intactacademy.com/planning/>

When registering for Intact Academy programs you also commit to adhering to the ITAA and ICF ethical code and the Intact Academy registration conditions.



## Program Director



Drs Sari van Poelje is an international team coach and expert on agility and innovation. Sari has been the director of Intact Academy since 1992, training coaches and consultants all over the world. She works as a consultant in Agile Business Innovation with multinationals, family businesses and startups to help them innovate their business more quickly than their products, so that they can accelerate their time to market. Sari has 35 years' experience of coaching and consulting with managers and directors and has been a director in various multinationals for 23 years.

She is a licensed teaching and supervising transactional analyst, PCM trainer, NOBCO-EMCC accredited master coach, master systemic team coach. She has published numerous articles and books on leadership, coaching and organizational change.

