



POST CRISIS LEADERSHIP: RECOVERY AFTER TRAUMA

an online program

STARTS 10 SEPTEMBER 2020

TRAINERS:

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Knowledge
is of no value
unless you put it
into practice.

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THE PURPOSE

Any time a crisis happens, leaders are challenged. Depending on their script, some leaders crumble. Others wait till the crisis has passed and others freeze. Some leaders however use the crisis to transform the business. Based on our long experience in developing leaders and facilitating innovation through crises, we have created this Post crisis leadership program.

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

THE GOALS

The program will help you:

- 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 cohesion and cooperation post crisis

THE PROGRAM

This program is for experienced leaders, coaches, consultants, trainers and others, who want to deepen their understanding and skills of recovery after crisis. The program is based on transactional analysis, group relations, system

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 base 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. How do leaders facilitate recovery and accelerate development? We will teach you how through trust and effective 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. This is fueled by different types of transference. 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 our visions of the future, and how you will 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.

PLANNING

The program is given online via Zoom.

The next program will take place on:

- 10 & 24 September,
- 8 & 22 October,
- 5 November 2020
- from 16:00-18:00 CEST.

In between, you can work in accountability groups. The program is in English.

COST

The early bird costs til 4 weeks before start date are Euro 250 for individuals and Euro 350 for participants whose organisations are paying. After the start date the costs are Euro 350 for individuals and Euro 450 for individuals whose organisations are paying.

REGISTRATION

More information? www.intactacademy.com

Register through: www.intactacademy/planning/

YOUR TRAINERS



Drs Sari van Poelje is an international team coach and expert on agility and innovation. Sari has been the director of Intact Academy for 35 years, training coaches and consultants all over the world. She works as a consultant in Team Agility 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 33 years' experience of coaching and consulting with managers and directors and has been a director in 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.



Anne de Graaf, MA, is TSTA in the field of Management & Organisational Development and CTA in the field of Psychotherapy. For over 30 years Anne was consultant, trainer and coach to a large amount of companies and organisations, using TA, Group Relations and System Theory. He is co-author (together with Klaas Kunst) of the successful TA book about leadership 'Einstein and the Art of Sailing' and co-editor (together with Bill Cornell, Trudi Newton and Moniek Thunnissen) of the comprehensive introduction to TA, called 'Into TA'. Together with Sari van Poelje he now prepares a new book on TA applications in organisations, called 'On the edge'. Anne has published several articles on organisational TA topics in the TAJ and other magazines. For ten years he was general director of the Dutch TA academie. Currently he is the owner of RondHeel, consultancy and training. He is a lecturer at the MSc Organisational TA program at the Berne Institute in the UK. You can reach him via anne@rondheel.nl