



ACADEMY
OF HOTEL EXCELLENCE
SWITZERLAND

Leaders' Workout Program



POWERED BY

Lorange
Institute of Business Zurich

HOSTED BY

GRAND RESORT
Bad Ragaz



1. Purpose

The essence of this workout is a coach and real case driven session:

- Participants will engage with international peers from different industries and organizations
- Participants will experience and work on their real cases
- Participants will be supported by international coaches and tutors

The intended objectives and learning outcomes can be summarized as follows:

- To familiarise and develop insight in International Best Practices within the field of People Leadership
- To foster an understanding of 'Leadership Across the World'
- To share best practices and at the same time to learn practices from other professionals
- To build a global Network of Leaders within different disciplines and organisations
- To provide world class coaching and mentoring skills for professionals
- To provide course participants with a development process that goes beyond a workshop, in providing them with follow up coaching and mentoring

2. Target Audience

The Leaders' Workout is designed for selected executives with a strong management knowledge and several years of leadership experience.

- Leaders and aspiring leaders who wish to be on the leading-edge of a global paradigm shift of responsible leadership that cuts across all disciplines
- Professionals who wish to provide safe space for others to grow and learn about their own leadership styles
- Managers from across sectors who wish to explore new ways to develop, nurture and retain top talents

Thus the participating companies have to decide on the start and the number of participants of the workshop. We suggest to send a maximum of 4 participants per company to this workout in order to guarantee an interactive dialogue between management functions, industry sectors and corporate cultures (minimum 12 participants; maximum of 20 participants).

3. Program Organization

We have a vision of a new way of learning – tailored to the real needs of the 21st century. Learning which is eclectic and suits the personal needs and guarantees an immediate knowledge transfer. Our educational methods and didactics are different. In line with the above mentioned target audience and learning objectives the proposed workout content and structure is as follows:

DAY 1	Arrival day
18:30	Dinner

DAY 2	
8:30 – 9:30	Introduction and Orientation
9:00 – 12:30	Leadership Theme 1 <ul style="list-style-type: none"> • Taking organizations to prime • Best practices in leadership
12:30 – 13.30	Lunch
13:30 – 14:00	Real Case Preparation
14:00 – 15:00	Leadership Case Workout 1
15:00 – 16:00	Leadership Case Workout 1
16:00 – 17:00	Leadership Case Workout 1
17:00 – 18:00	Leadership Case Workout 1
18:30	Dinner

DAY 3	
8:30 – 9:30	Leadership Theme 2 <ul style="list-style-type: none"> • High Performance Teams
9:00 – 12:30	Real Case Workouts
12:30 – 13.30	Lunch
13:30 – 15:00	Leadership Declaration
15:00	Workshop Close

4. Lorange Faculty

The tailored approach of the Lorange Institute of Business Zurich focuses on the participants' competence development with business impact. Rather than just providing or forcing ready-made services, the module draws on the participants' knowledge base, industry best practices, and latest academic knowledge. These are used as a basis for facilitating the participants' focused competence development by engaging them into learning and interaction. The contents and structure of the module are designed to their needs and specific challenges. Our experience, accreditations and certifications guarantee highest quality.

The following two members of our world-class faculty are the designated workshop leaders of this leaders' workout:

Hermann Fischer is an Organisational Psychologist based in Geneva, Switzerland. He completed a B. Econ. (Psychology and Economics), Hons. B. Econ. and a M. Econ. in Organisational Psychology, followed by a two year internship, and currently is Managing Partner of BPI.

- He specialises in leadership development and change management within multinational organisations, focusing on individuals and teams.
- After an organisational career as Consulting Psychologist with a major international insurance company, he concentrated on a consulting career. Organisational assignments typically include strategy sessions, organisational development and restructuring. Individual assignments typically include one-to-one coaching, leadership development and team building.
- Over the last decade, he has played a key role in leadership development initiatives with companies such as PwC (globally), Jabil Circuit (USA), Alcatel (France), Ciba (Switzerland), ING Group (The Netherlands), Generali (Italy), Grundfos (Denmark), Vestas (Denmark), Anglo American (SA), De Beers Group (SA), Baxter (USA), Swiss Life (Switzerland), Thyssenkrupp (Germany), Akso Nobel (The Netherlands), Deloitte and Touche (UK), Unilever (Russia), Tetra Pak (Switzerland/Sweden), Volvo Car Company (Sweden) and Nokia (Finland). He usually works at executive and senior management level as well as with high potential programmes.
- His cross-cultural experience was gained from working in Western and Central Europe, Scandinavia, South East Asia, the Near East and Africa over the last 25 years. He also acted as an Executive Coach on a one-to-one basis with several of the above multinationals such as Anglo American Corporation (UK), De Beers Group (SA), to name only a few.
- In addition to international leadership development activities, he collaborates with top business schools, in particular Harvard and IMD on Executive Leadership Development programmes. As a partner in BPI, most of this work involves the facilitation of customized executive programmes for prestigious global companies.

Annors Abild is a Business and Organisational Psychologist based in Aalborg, Denmark. He has completed a BA in languages and economics as well as an MSc in psychology and business psychology. His career as a senior business and organisational consultant is firmly based on international experience both as a psychologist as well as through managing positions in the private sector.

- He specialises in the area of cross-cultural, cross-contextual management as well as the challenges of cross-organisational and national management. His focus is mainly on leadership development, as well as selected staff groups in international companies and organisations. In following these notions he takes pride in combining and translating academic knowledge into pragmatic tools and understanding, using his own experiences as reference.
- Assignments would include; organisational development, change management and organisational restructuring; programme development and facilitation, leadership development and cross-cultural efficiency; group and individual sessions and coaching.
- He has been involved in leadership development and training in a wide variety of international companies, partnerships and organisations such as; Beiersdorf, Bertelsmann, PriceWaterhouseCoopers, Scandinavian Tobacco Company, Swarovski, ElTel, Egmont, Vestas, Nokia, Danisco, Siemens, Hempel, RWE, ThyssenKrupp, CP Kelco.
- He has also acted as an Executive Coach on a one-to-one basis with a variety of organisations, mainly multinationals such as DONG, Vestas, ThyssenKrupp, to name a few.
- Annors Abild has his own consultancy practice with offices in Scandinavia and Canada and acts as a senior partner in Business Psychologists, a worldwide network of mainly senior business and organisational consultants with proven track records.

5. Costs

On the basis of the proposed program curriculum and organization the Lorange Institute of Business Zurich is able to offer the participation of this workshop according to following graduation of prices:

- 1 participant per company = CHF 2'750.- (excl. VAT)
- 2 participants per company = CHF 2'550.- pp (excl. VAT)
- 3 participants per company = CHF 2'400.- pp (excl. VAT)
- 4 participants per company = CHF 2'300.- pp (excl. VAT)

minimum number of participants: 12, maximum number of participants: 20

Transportation and insurance are subject to the participants. Workshop material, coffee breaks, lunch, dinner and accommodation on day 1 and 2 are included in the fee.

6. Campus

In the midst of nature yet with great transport links, the Grand Resort Bad Ragaz Kursaal Business & Events Center is located just an hour's drive from Zurich or St. Gallen. Nestled in the heart of the picturesque Bündner Herrschaft wine-growing region, The five-star resort in the Heidiland holiday region include the Campus of the Academy of Hotel Excellence.

7. Information & Application

Take advantage of this opportunity and register today for one the sought-after seats in this Leaders' Workout – Simply send an email to info@aohe.ch. For more information please contact:

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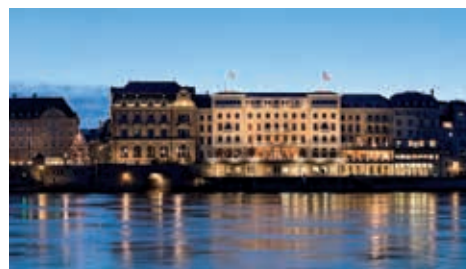
«unlock your potential»



Badrutt's Palace St.Moritz



The Dolder Grand Zürich



Les Trois Rois Basel



Bürgenstock Resort



Victoria-Jungfrau Collection



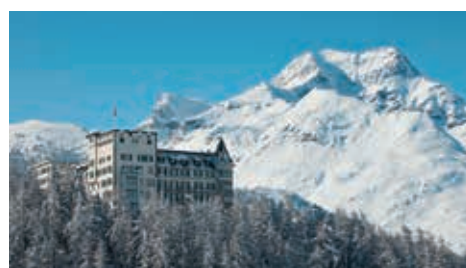
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Tschuggen Hotel Group



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