

The Solstrand programme

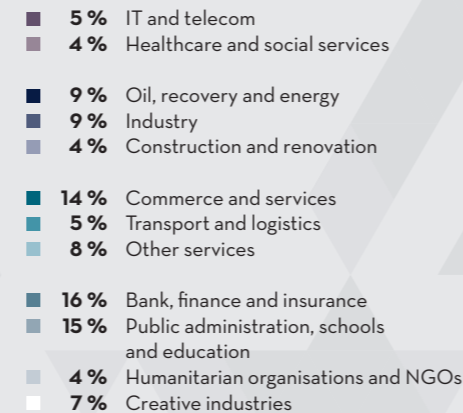
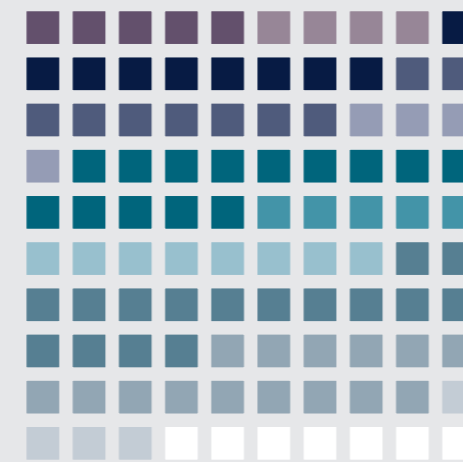
ACCELERATE

An intensive and ambitious management development programme that will accelerate your development as a leader. The programme is aimed at managers at the start of their management career, with ambitions and desires to make a difference.

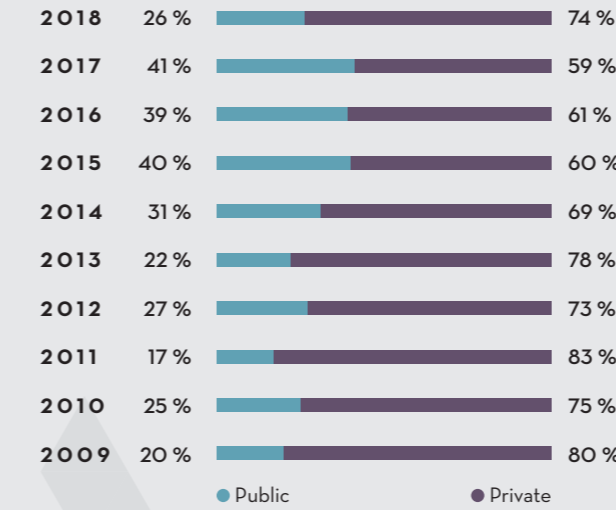
The Solstrand programme Accelerate offers tools, skills and perspectives to manage the increasing pace, complexity and boundlessness which characterises the new workplace. Development goals are related to the participant's enterprise and offer practical benefits for the enterprise and you as a leader.

Your first management role will define the course of your leadership career. The Solstrand programme Accelerate will give you what you need to learn and help you master new situations.

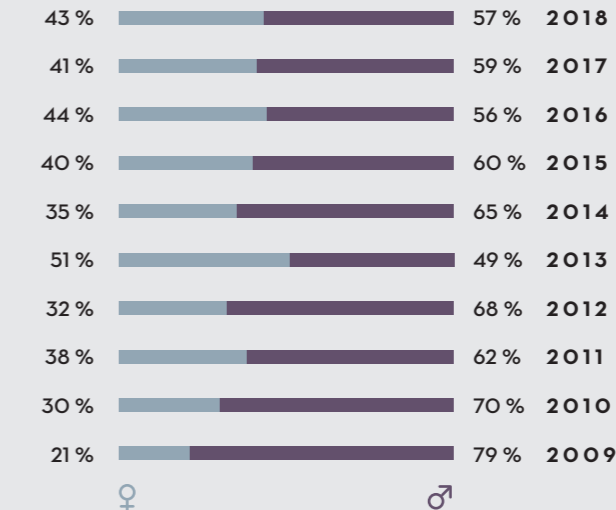
PARTICIPANT FIELDS
2009-2018



SECTOR AFFILIATION
2009-2018



SHARE WOMEN / MEN
2009-2018



DELTA GERNES ALDER
2009-2018



GOALS AND RESULTS

The programme offers you the opportunity to work with clearly defined development projects and key leadership skills. The Solstrand programme Accelerate contributes toward greater awareness, self-knowledge and a better understanding of roles. Change and innovation are emphasised using modern theoretical perspectives, practical exercises and tools.

You will achieve a better understanding of your enterprise, greater self-knowledge and

a relational competency that will strengthen your leadership skills in an increasingly complex and boundless workplace. Through theory, lectures and discussions, you will gain new perspectives on leadership, organisational challenges and group processes.

Leaders with a clearly defined leadership message are programme lecturers, along with relevant researchers in the field of leadership. You will have the opportunity to discuss leadership challenges with other

leaders, and receive individual follow-up and guidance from consultants. The Solstrand programme Accelerate, combines elements that are proven effective for learning and development: Proximity to the business enterprise, close follow-up and theory, combined with training and personal development in the leadership role. Evaluations after completed programmes indicate that participants become secure in their leadership roles and that their colleagues feel they have gained a better leader.

SESSIONS



SESSION 1

Leadership and organisation

KUNNSKAP

- Personal perspectives on leadership
- Organisational perspectives on leadership

REFLECTION AND SKILLS

- Leadership and the leadership role
- Establishing a development platform

SESSION 2

Groups

KNOWLEDGE

- Typical group processes and group phenomena
- Leadership in groups
- Teams and team development

REFLECTION AND SKILLS

- Exercises and training in groups
- Reflection on own behaviour in groups

SESSION 3

My leadership

KNOWLEDGE

- Conflict management and difficult conversations
- Meeting and process leadership
- Authority and impact
- Self-leadership and manoeuvrability

REFLECTION AND SKILLS

- Work with milestones and personal patterns
- Adapted practice of key leadership skills

SESSION 4

Change and innovation

KNOWLEDGE

- Change and change leadership
- Practical innovation and creative leadership

REFLECTION AND SKILLS

- Practical work with change and change cases
- Innovation workshop with training of innovative leadership

SESSION 5

Boundless leadership

KNOWLEDGE

- Trends and megatrends
- Strategy and scenario work
- The boundless workplace and consequences for life and leadership

REFLECTION AND SKILLS

- Practical work with strategy and scenarios
- Personal and enterprise-based learning and development

AT THE ENTERPRISE

BEFORE THE PROGRAMME

- Specification of development need for the participant and enterprise
- Dialogue with own manager

BETWEEN SESSIONS

- Role analysis
- Establishment of development projects

BETWEEN SESSIONS

- 360 feedback
- Triangular conversation
- Milestones

BETWEEN SESSIONS

- Change tasks
- Virtual session

BETWEEN SESSIONS

- Strategy and scenario work
- Company visits

AFTER THE PROGRAMME

- Presentation of the development journey
- Status dialogue
- Alumni session one year after completion

WORK WITH INDIVIDUAL DEVELOPMENT PROCESSES

AND ORGANISATION PROJECTS

«The Solstrand programme Accelerate has been very enriching for me, and I will carry this with me as one of the most useful and positive experiences of my life – the “proper” start to my leadership career. The programme has made me more robust and given me better skills for success as a leader, with a greater understanding of what leadership is and means, and most of all, the personal development I gained through the programme.

The programme has provided me with numerous new dimensions to my leadership role. I have applied a great deal of what I learned from the programme to my own company. It has also had an impact on my colleagues and employees at the company. My participation in AFF’s programme has provided clear added value, not only for me personally, but also for my company.»

**JAN OVE KOLSETH, PRODUCTION MANAGER SEA,
MARINE HARVEST NORWAY**

«I have become better at asking questions, and at reflecting on things that occur during my daily work as a leader. I have become more secure in myself as a leader»

**STIAN LANDÅS, RESEARCH MANAGER,
DISCOVERY NETWORKS NORWAY**

«The programme made me more aware of the kind of leader I want to be.»

**BEATE MILFORD BERREFJORD,
NORWEGIAN COMPETITION AUTHORITY**

PROGRAMME DESIGN

The programme uses significant resources to ensure that we meet the development needs of the enterprise and of the participant in both the short and long term. Much of the programme involves smaller work groups led by experienced consultants. The groups offer you a unique framework for exchanging experiences and establishing a professional network, which will continue long after you have completed the programme. Development that is suited to your needs as a leader and to your enterprise through clearly defined development projects. You will develop key leadership skills and achieve a better theoretical and conceptual basis from which to increase your understanding of change, organisational processes and leadership.

Participants work through the entire programme on both an individual leadership project and an organisational project. The individual project focuses on how the participant can develop his or her leadership role. The organisational project involves changes in the enterprise that the participant wishes to achieve through his or her leadership. This must clearly involve others, and will be associated with the goals or ambitions of the enterprise. Projects undergo changes, adjustments and developments during the programme.