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.

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.

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.
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 checklists 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
SESSIONS AT THE ENTERPRISE

SESSION 1
SESSION 2
SESSION 3
SESSION 4
SESSION 5

BEFORE THE PROGRAMME
Specification of development need for the participant and enterprise
Dialogue with own manager

WORK WITH INDIVIDUAL DEVELOPMENT PROCESSES
SESSION 1
Role analysis
Establishment of development projects

SESSION 2
360 feedback
Triangular conversation
Milestones

SESSION 3
Change tasks
Virtual session

SESSION 4
Strategy and scenario work
Company visits

SESSION 5
Presentation of the development journey
Status dialogue
Alumni session one year after completion

AND ORGANISATION PROJECTS
SESSION 1
SESSION 2
SESSION 3
SESSION 4
SESSION 5

BETWEEN SESSIONS

BETWEEN SESSIONS

BETWEEN SESSIONS

BETWEEN SESSIONS

BETWEEN SESSIONS

AFTER THE PROGRAMME
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.

«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 throughout 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 AFS’s programme has provided clear added value, not only for me personally, but also for my company.»

JAH OYE ROLLETH, PRODUCTION MANAGER SEA, MARINE HARVEST NORWAY

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

BEATE HILSFORD BERREFOJDE, NORWEGIAN COMPETITION AUTHORITY

«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 LANDØS, RESEARCH MANAGER, DISCOVERY NETWORKS NORWAY

The programme design

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