

International Winter School on Leadership Skills



Haikko, Finland
February 2nd-12th, 2012

**Risse & Partner Training und Consulting
Hamburg**

Schedule

Day 1



Arrival and shuttle service from the airport to Haikko Manor-House. Reception and lunch in the Manor. Introduction of Finnish history.

Day 2



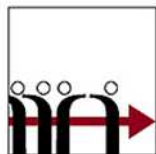
Guided sightseeing tour to Helsinki. Town architecture, Museums of Design and Fine Arts, Sea Fortress Suomeenlinna, gift shopping in 1800's beautiful arcades.

Day 3



Start of Course
What Kind of Leader Are You? –
Your Profile, Self Assessment

Day 4



Remote Leadership –
How To Lead From The Distance

Day 5



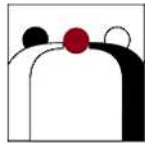
Task Handling –
How To Motivate The Best

Day 6



**Midnight Snow Safari –
Leadership Out In The Open**

Day 7



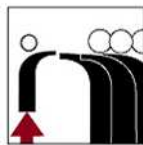
**Handling Emotions –
Strategies In Conflict Management**

Day 8



**The Inner Performance –
The Power of Shared Knowledge**

Day 9



**Business Marketing –
Techniques of Success Communication
End of Course**

Day 10



**Boat Trip on The Porvoo River And Guided Tour
To Porvoo**

Day 11



Departure Or Prolonged Stay In Finland

Day I – Arrival And Reception in Haikko Manor-House



Haikko Manor-House is seated at the seashore in Southern Finland, about 50 km from Helsinki. It is surrounded by extensive and beautiful gardens. The manor consists of the old manor-house from 1871 (see photo) and a recently built spa & conference hotel. We will take the meals in the Empire style manor-house, while accomodation and our course take place in the conference part. The conference rooms are perfectly equipped with all technical requirements. The spa provides various wellness supplies, e.g. a Yorobi pool area, the Japanese style of relaxing after a hard day's work.

On our first day, Ms Risse and Mr Haupt, trainers with Risse & Partner Training and Consulting, and Ms Kornienko, Finland guide and organisator, welcome you with a glass of champagne in the 1871 manor-house. We have lunch together, and after coffee Ms Kornienko introduces Finnish history to you along the Swedish and Russian influences on Haikko Manor.

Haikko Manor is well-known for its competent employees who make a stay an unforgettable event. As well the formidable menus contribute to the guests' pleasure. Here you see today's conference menu:

Breakfirst: Rich buffet.

Lunch: Morel mousse with roasted artichoke, sauce from dried Finnish summer sun tomatoes. Spring cockerel fillet on vegetables and nuts with ginger sauce. Coffee.

Dinner: Chanterelle custard soup, roasted reindeer steak with cranberry sauce and for dessert berry mousse on Mascarpone custard.

A stay in Finland requests of course going to the sauna. There is nothing more restful than ending the day in the sauna, sit by the chimney, and enjoy the „sauna beer“.

Day 2 – Guided sightseeing tour to Helsinki



Our competent guide: Katja Kornienko

Katja Kornienko is a travel agent and Finland expert. She used to live in Finland and established and managed a Holiday Camp here. Today, she lives in Husum and designs and guides tours for individuals and groups.

She guides our tours to Helsinki and Porvoo, and also our Midnight Snow Safari. In the evenings, she offers short lectures about Finland's politics, people, myths, and specialties. She is at your disposal throughout your stay.

One of the Finnish specialties is the language. Surely the right pronunciation has proven difficult to you. Just always accentuate the first syllable of a word – however long – and the rest will follow smoothly and easily. So it's Helsinki, Hai-kko, Porvoo etc. Try. And for emergencies – people speak fluent English, some even speak German.

Excursion and shopping tour to Helsinki

We start at Court Square in the centre of Helsinki and explore its Empire style buildings and antique shopping malls. From here we take a few steps to the oldest and most important Museum of Fine Arts, the Atheneum. All famous Finnish artists are represented by their works.

Since beautiful and serviceable design is an outstanding feature in Finland's Fine Arts and industry, we visit the retrospective in the recently opened Design Museum.

A must-have sight of the Capital is the citadel island Suomeenlinna just ashore. We ferry across, make a tour around and learn about the bulwark role of Suomeenlinna in the various anti-Swedish and anti-Russian wars. A World War II submarine can be entered and inspected from inside. Since 1991 the grounds belong to the World Culture Heritage.

We take lunch in an appealing building from 1770 on Suomeenlinna. Back in Helsinki, you have leisure time to do some shopping and buy souvenirs.

Nearly evening we return to Haikko Manor and take dinner together. Thus attuned, we start the Course „Leadership Skills“ the following day.

Day 3 – Start of Course „Leadership Skills“



What Kind of Leader Are You? - Your Profile

Contents

9:00 Start

- Introduction round
- Contents and organisation of the following days
- Participants' expectations
- The LiFO®-method: recognize and strengthen your strengths
- Role plays with the LiFO®-styles

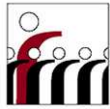
13:00 Lunch

- 14:00
- Transfer to daily work: what works well, and how do our styles infuse your success?
 - Input: Management Thinkers' Maximes
 - Partner exercise: The scale of personal values – how you choose priorities and put them to work
 - Future scenario: explore your visions
 - Reflection: What was important for you today?
 - Wishes for the next day

18:30 Finish

19:00 Dinner

Day 4



Remote Leadership – How To Lead From The Distance

Contents

9:00 Start

- Input: „Sweet Mistakes In Leading Managers“
- Group work „Der Kassensturz“: What works well, what doesn't? What do you want to work on?
- Presentation in the plenary.
- Case studies. Extensive trainer feedback. Tbc

13:00 Lunch

- 14:00
- Partner exercise „Intuition“
 - Case studies tbc
 - Group exercise „Remote Control“
 - Case studies
 - Reflection: What was important for you today?
 - Wishes for the next day

18:00 Finish

18:30 Dinner

20:00 An nice little speech on Finnish specialties, if you like

Day 5



Task Handling – How to Motivate the Best

Contents

9:00 Start

- Group Exercise: Jumping Eggs
- Input: „What Motivates The Best Employees?“
- Group work „We motivate our best employees“: cases and strategies
- Presentation and discussion in the plenary. Extensive trainer feedback. Tbc

13:00 Lunch

- 14:00
- Case studies tbc
 - Set smart goals. Partner exercise
 - Reflection: What was important for you today?
 - Organisational questions for the Safari night

18:00 Finish

18:30 Dinner

20:00 Set out for a nice night out in the cold

Night to Day 6

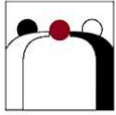


Midnight Snow Safari – Leadership out in the Open

Contents

- 20:00 Training to snow mobile driving. Warm clothing is provided.
- 21:00 Set out in teams with snow mobiles into the frozen archipelago. The snow is bright and shining. Each team is equipped with a map where the meeting point is inscribed. During the ride each team has to collect several items necessary for fishing and a midnight meal. Local fishermen assist the teams.
- 23:00 Arrival at the meeting point. Fishing on ice with rods and nets. You fish typical Finnish fish like perch, pike-perch, pike and river trout. A specialty is a tasty fish called „made“, which can only be caught in January and February at night. As a reward for all your toil we then cook a delicious fish soup on ice in the middle of the night! The meal on our safari is delicious: Fried river trout, mash potatoes, warm dark bread and butter and beer. Of course, we have hot beverages, too.
- 2:00 Return drive
- 4:00 Arrival at Haikko Manor. Sound and long sleeping.
- 13:00 - Lunch -
- 14:00 Come-together in the conference room. Reflection of the past night's events.
- 16:00 Keynote speaker on Finnish leadership culture.
- 18:30 Dinner

Day 7



Handling Emotions – Strategies In Conflict Management

Contents

9:00 Start

- Master and Servant: Power Games
- Plenary discussion: What puts us into conflicts?
- Input: The conflict spiral and how to exit it
- Single exercise for a change of perspective:
The Socratic Dialogue

13:00 Lunch

- 14:00
- Case studies
 - Leadership Systemics: The Inner Team
 - Reflection: What was important for you today?
 - Wishes for the next day

18:00 Finish

18:30 Dinner

Preparations for the individual performances

Day 8



The Inner Performance – The Power of Shared Knowledge

Contents

9:00 Start

- Discussion: knowledge means power, and power means sharing
- Group exercise: Tangram
- „Vanity Market“: Sell your knowledge. Applause decibel count.
- Plenary discussion: What makes me an interesting opposite?

13:00 Lunch

- 14:00
- Share your knowledge: the NASA exercise
 - Reflection: what did you assemble today?
 - Wishes for the next day

15:30 Long break, preparation for the Performances

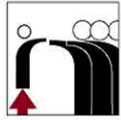
16:00 The individual performances

19:00 Dinner

20:00 Return to the plenary: Discussion, round-up

20:30 Finish

Day 9



Business Marketing – Techniques of Success Communication

Contents

9:00 Start

- Input: Techniques Of Success Communication
- Image Marketing from the individual, the team, and the Bank perspective
- The individual perspective: the 30 seconds spot
- The team perspective: one face to the customer
- The Bank perspective: networking with networks

13:00 Lunch

- 14:00
- Recourse on your leadership qualities: give a flaming speech
 - Reflection: What was important for you today?

- 15:30
- Feedback to the trainers
 - Distribution of certificates

16:00 End of Course

Short outlook on next day's programme.

18:00 Dinner

Day 10 – Boat trip and guided tour along the Porvoo River



Contents

- 10:00 Start. You enjoy the landscape and the typical Finnish islands with rocks, pines and red wooden sauna houses. We step out to Porvoo city and have a look at its artists houses in the centre and the fortress mound. Ms Kornienko opens our eyes for the important things.
- 13:00 Bucolic lunch on one of the islands: a local fisherman welcomes us with fresh roasted fish and various Finnish dishes. And, of course, hot coffee.
- 14:00 We continue the sightseeing tour.
- 17:00 Return to Haikko Manor
- 18:00 One last delicious, tasty dinner.
- 20:00 A nice social pint of beer.

Day 11 – Departure or prolonged stay in Finland



Shuttle to Helsinki Airport.