

St. Gallen Executive Leadership Program

Sessions

Dates

St. Gallen Business School organizes each course and program several times a year. Dates see:

www.sgbs.com/e10

Location

Some courses take place in Switzerland, others in Germany or Austria.

Course fee, Duration

CHF 9'900.- excl. VAT, 4 + 4 days

Invoicing in Euro is possible, at the current daily rate.

Registration

Internet: www.sgbs.com/e10

E-Mail: seminars@sgbs.com

Phone: +41 71 225 40 80

Please note our General Terms & Conditions, see www.sgbs.com/terms

Concept

The St. Gallen Executive Leadership Program focuses on the really important questions of leadership from the perspective of the executive management of renowned companies and organizations. It is suitable for successful and experienced leaders who know exactly how difficult it is to get the strategies and concepts desired at the top into the minds and hearts of the lower management levels or operative teams. Only if this succeeds the implementation will be successful.

Participants

1. Managers with comprehensive responsibility for results
2. Executives, top and senior managers
3. Managers who are responsible for an entire company or a significant sub-area in a strategically intended manner
4. Managing directors, board members, heads of large divisions and major business units
5. High performers in the company who want to build their success on outstanding leadership performance and internalize the principles of executive leadership.

Topics

Part 1: Executive Leadership

Management-specific challenges

- What distinguishes normal leadership from executive leadership?
- Many people can lead employees. Only a few can lead an entire organization.
- What does it take to lead a company or an important division in the desired direction?

Topics

- Principles and success factors of skillful executive leadership

Reviewing the leadership role

- The leadership role changes with increasing management responsibility
- Analysis of the impact as a leader
- What good leadership can achieve
- Beyond that: Additional effects thanks to executive leadership
- What should executive leadership achieve?

Areas of responsibility of executive leadership

- Anchoring direction, mission, guidelines and top objectives in the company
- Living the values and mission statement, making the desired behavior a reality at all levels
- Define and communicate the company's sustainability and social responsibility
- Develop consistent thinking and action in customer orientation and customer benefit as an important part of the identity
- Moving the corporate culture in the right, desired direction
- Use leadership principles such as agility, dynamism, resilience,

self-organization or entrepreneurship and a start-up mentality as a competitive advantage

- Create a willingness to change, above-average productivity and motivation
- Establishing a broad consensus and understanding within the company that it needs above-average profitability in order to be able to invest in the common future
- The declared will to be an outstanding employer and to make an above-average commitment to the well-being of employees
- Creating the optimum of centralized management and decentralized autonomy
- The sustainable design of the incentive system to promote performance and motivation: What is rewarded? How? What is sanctioned and how?
- Promoting talent, junior staff and specialists
- Ensuring the management of the future through forward-looking management development and high employer attractiveness
- The conscious organization of fluctuation: Who leaves, who stays? Actual and target
- The continuous development of leadership and management skills at all

management levels of the company, from top management to team leaders, specialists and project managers

The personal leadership model

How do you go about applying the principles and success mechanisms of executive leadership even more intensively than before in your own area of responsibility? How do you create your own leadership master plan? On the basis of which considerations is a sensible prioritization made?

Part 2: Creating the right conditions. Unique leadership.

Unique leadership

In most cases, successful companies are characterized by the fact that they go their own way in the area of leadership. They are characterized by the fact that they not only want to be unique in their services for customers, but also seek a unique position in the area of leadership. This should be:

- Inspire employees and motivate them to achieve ambitious goals
- Empowering and continuously developing employees
- Making the joy of shared results tangible
- Bringing trust, team spirit, collaboration, empathy and appreciation to life

High-performance organization

Ultimately, it is about aligning the goals of the company and the goals of the employees to such an extent that a unique high-performance organization is created. In addition to the topics described so far, however, there are accompanying prerequisites that need to be created:

- The understanding that organizational structures create realities that can massively influence the functioning of the company, either positively or negatively, in terms of achieving goals
- The insight that there are systemic conflicts in every organization, that these must be recognized and that a creeping escalation of conflicts can only be avoided by understanding such situations
- The willingness to question existing structures and, if necessary, to change them
- The art of breaking down barriers to performance, motivation and success through new structures and new rules of the game
- Knowledge of the importance of processes and the ability to use active, IT-, communication- and AI-supported process management as a competitive advantage

Change Management

No matter how high and developed the management quality of a company may be: In one area, you are usually overwhelmed: The ability to accept change and proactively do what is necessary to adapt to change better and in a more timely manner than other companies. Consider:

- Only a few employees love change.
- Most love what they know.
- Companies cannot survive without adapting, they have to change.
- So how do you deal with resistance to change?

These questions have long been examined in the context of 'change management'. We show the current state of the art and best practices from the field: what works, what doesn't work.

After attending this top-class program, you will see much of what you have always done confirmed. But you will also come back to your company full of new ideas and impulses and will certainly implement some of them, because: Executive leadership is the great opportunity to decisively improve the efficiency of an entire company through the right design and the right interventions.

Enrollment Form

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Switzerland

Phone +41 71 225 40 80

Internet www.sgbs.com

e-mail seminars@sgbs.com

Seminar-Name

Seminar-Number, Seminar-Date

First Name, Family Name

Company

Address

Country, ZIP-Code, City

Business type, number of employees

Telephone

e-mail

Job title

Date of Birth

Date

Signature

JPE 25

Enrollment

Terms & Conditions for Seminars and Programs

Registration

We are happy to accept your registration or application for a management seminar or program by email, post or internet.

After receiving your registration, we will send you:

- confirmation of your registration with invoice
- information on the schedule, hotel/conference center and arrival
- the room reservation form for your hotel booking

If the seminar is already fully booked, you will be informed immediately.

Information about the seminar hotels

Further information about our seminar centres and hotels can be found on the Internet www.sgbs.com/hotel

Course fee, Hotel costs, Topics

The course fee (plus VAT, depending in which country the seminar takes place) includes includes tuition and all course material. Participants will download the seminar materials electronically from our download center shortly before the seminar. We will send you an email with a link to download them. The course fee does not include any hotel services such as overnight accommodation, breakfast, meals and the daily flat rate for the hotel or conference center. Participants must pay these directly to the hotel. The daily delegate rate of the conference centers in London, Boston and Shanghai is billed directly by the St. Gallen Business School and forwarded to the conference center.

Participants are of course free to stay overnight outside the seminar hotel. In this case, you pay only the daily flat rate charged by the hotel/conference center directly to the hotel or conference center.

The course fee is charged after registration and must be transferred no later than 6 weeks before the start of the seminar. We reserve the right to make minor changes to topics, the sequence of topics and speakers.

We as organizers have the right to move a seminar to our study center in St. Gallen for valid reasons without this justifying cancellation of registration.

Cooperation, Questionnaire

Some of our seminars are held in cooperation with other renowned institutions. The respective event partner records customer satisfaction at the end of the seminar and forwards the evaluation to the cooperation partner.

Certificate

You will receive a course certificate upon completion of the course, or in the case of a multi-part program, during the last part of the program.

Change of Booking, Postponement

If you rebook a booked seminar or part of a seminar up to 3 months before the start, we charge a re-booking fee of CHF 400 plus VAT. If you rebook between 6 weeks and 3 months before the start of the seminar, 20% of the fees for the rebooked event must be paid. If you rebook less than 6 weeks before the start, 40% of the fee is due. If you re-

book less than 2 weeks before the start of the seminar, 80% of the fee is due. If you do not show up, the fee will be forfeited without compensation. Seminars and parts of seminars not attended will be forfeited.

When rebooking, there may be program changes/ adjustments and overlaps. This does not entitle you to a partial refund of the seminar fee.

Cancellation, Withdrawal

ECancellation of registration (withdrawal or cancellation) is possible free of charge up to 3 months before the start of the seminar. If you cancel between 3 months and 6 weeks before the start of the seminar, 40% of the seminar fee plus VAT will be charged.

Alternatively, a replacement participant can be provided up to 14 days before the start of the seminar against payment of the rebooking fee of CHF 700.- plus VAT, in accordance with the target group description.

The full seminar fee will be charged if the cancellation is made less than 30 working days before the start of the seminar.

Individual seminars can be cancelled by the organizer at short notice due to force majeure or due to a lack of participants up to 10 working days before the start of the seminar at the latest, without any claim for damages being made.

Postponement in case of danger, pandemic

We treat rebookings made due to a pandemic or an acute danger situation (terror, war) with great

goodwill: We waive the usual rebooking fees. Due to the extended rebooking option, the above-mentioned "free cancellation up to 3 months before the start of the seminar" does not apply. The seminar fee, if not already paid, remains due with the value date stated in the invoice.

Dangerous situations include events such as an epidemic, a pandemic, disasters, serious political or social upheavals that pose a danger to the participants that should reasonably be avoided by postponing the event. A postponement for such reasons by St. Gallen Business School does not entitle the participant to cancel the booked seminar or program.

Insurance, Liability, Price Changes

We recommend that you take out seminar cancellation insurance with your insurance company to cover cancellation costs due to illness and other events.

Any other damage that could be directly or indirectly related to the seminar attendance, whether from accident, illness, liability, theft, cancellation of the seminar by the organizer or damage resulting from the application of the management knowledge imparted by the participants or the company commissioned by us, must also be insured or covered. We exclude any liability.

Swiss law applies **and the place of jurisdiction is St. Gallen.**

With the publication of a new brochure, all previous information regarding content, speakers and prices become invalid.