

## Appreciative Leadership

### How to achieve my team's optimal performance

30 - 05 May 2020

Athens, Greece

#### Course description

While traditional leadership focuses on problems, Appreciative Leadership focuses on potential, improves organizations and individuals by finding out what is working well and trying to get more out of it. It aims at getting the best out of people who are engaged in a system or a situation.

When we are overwhelmed by negative thinking about mistakes and responsibility, the positive approach of Appreciative Inquiry offers plenty of advantages to meet ever increasing demands. At the same time it is the best way to prepare oneself for the next steps after a crisis is over.

#### Methodology

A.L. leads systemic generative change in organizations and communities. Its applications include: Strategic Planning, Vision-Values-Culture Articulation and Cascade, Leadership and Team Excellence, Coaching, Employee Engagement, Alliance Integration. A.L. facilitates organization-wide changes through appreciative tapping of strengths, ideas, aspirations and co-evolved imagination.

#### Designed for

This workshop is designed for staff members of any public or private organisation active in the field of education, training and Youth, or active in the labour market, more specifically for: managers, coaches, psychologists, social workers, counsellors and Organisational Development professionals specialised in HR.

#### Benefits of A.L.

Participants will use practical exercises and tools in the following ways:

- picturing the current situation of the Organization or individuals (skills, manpower, organization and personal effectiveness, adequacy of available resources)
- helping to maximize their ability to clarify the clients' and team vision, to deal with the problematic symptoms from another perspective or other important issues
- designing the necessary actions for the company or the individual to achieve their objectives or the desired issues
- developing their positive perspective
- becoming familiar with A.L. methodology

## Programme

This workshop is highly experiential and participative. It consists of short theoretical inputs, concrete exercises, and group discussions. Reflecting upon and applying each tool to your real-life cases from your everyday work, you will practise and gain new insights into your current dilemmas.

### Day 1

Increase our Energy - Positive core  
Introduction and framework of  
Appreciative Leadership  
Principles of AL I  
The art of Questioning - Exploring AI  
4D Model

### Day 2

Discovery process  
Principles of Appreciative Leadership  
II  
Results of Appreciative Leadership  
Dreaming/Envisioning process  
Design process/action planning

### Day 3

Discovery process  
Principles of Appreciative Leadership  
II  
Results of Appreciative Leadership  
Dreaming/Envisioning process  
Design process/action planning

### Day 4

How to work with AL  
Alignment of your own styles and  
methodologies with AL - Group  
process  
Open space technology - Tips  
Co-creating your AL intervention  
Debriefing and Closing

### Day 5

Practical implementation  
Outdoor activity  
Evaluation - Debriefing and Closing

### Day 6

Practical implementation  
Evaluations  
Debriefing and Closing

## Instructor

**Markos Perrakis** holds a Ph.D. in "Leadership Styles and their Efficiency in Organisations" with publications in the fields of organizational psychology and coaching. He is trained in Systemic Consultation, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in organisational, career and personality issues. He is representative of ANSE (Association of International Institution Supervision in Europe), Scientific partner of EUMU (European Union of Small and Medium Enterprises) in Greece in fields of Strategic planning and Human capital development programmes. He is Founder and Managing Director of Fractality Organisational Development Services and ISO 9001:2008 Lead auditor.

## Date, Time and Place

Duration: 6 days  
Dates: 30 - 05 May 2020  
Location: Athens, Greece

## Participation Fee

The fee for this course is 670 Euros. More information on these funding criteria can be found on our [Erasmus+ Workshop pages](#).

It includes tuition fee and educational material, certificates of participation, welcome cocktail, gala dinner, half day excursion (optional) to idyllic Neptune Temple at Sounion Cape (<http://en.wikipedia.org/wiki/Sounion>) in Attica seaside (or similar).

Accommodation and meals are not included in the above fee, but can be arranged by FRACTALITY at special price/low cost for half or full board, in three or four star hotels in the city center. We can always manage low prices for groups. Ask us about it!

## Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#). There is a minimum of 15 participants.

## Application deadline

Please note that the application deadline for Erasmus+ funding is the **5<sup>th</sup>** of February 2020, 12:00 CET

## Contact us

If you have any further questions please contact us at [info@fractality.gr](mailto:info@fractality.gr) or call us at +30210601052.