

# LEADERSHIP IN ACTION – VIRTUAL

ESMT  
BERLIN



**Location**  
Online



**Tuition fee\***  
€4,500



**Language**  
English



**Duration**  
Module 1: April 28 – 30, 2021  
Module 2: May 19 – 21, 2021

4 hours per day



**Certificate**  
You receive a certificate upon completion of the program.

## **Postgraduate Diploma in Management**

The program counts toward 3 of the 18 days necessary to receive the diploma.



[execed.esmt.berlin/vla](https://execed.esmt.berlin/vla)

Working in virtual teams and leading in a virtual environment is more than an option: It is crucial for survival. We all are moving beyond the leadership comfort zone as our economies and industries are being turned inside out. Traditional corporate hierarchies are no longer sustainable. As a result, standardized approaches to hands-on leadership no longer work. In the absence of a roadmap or rulebook, today's managers need bold e-leadership skills to drive real change as well as fresh paradigms to make effective decisions while working with their teams online.

Our program works toward an effective practice of e-leadership. A rigorous, two-module, total immersion experience helps challenge, stretch, and push leadership skills in unexpected ways. Using the transitional approach to change, an action-and-review framework extends thinking beyond classic presentation and casestudy methods. During the action program segments, you will be challenged to move, perform, communicate, and create during an innovative set of experiential encounters. During the review segment, you will engage in collaborative peer feedback. The combined elements work together to accelerate personal and professional growth, allowing you to break out of the leadership routine and seize the benefits of working virtually.

## **Who should attend the program?**

Managers and independent collaborators interested in learning about e-leadership and virtual teams, facilitated through an action-based online learning approach.

## **Key topics**

- Developing innovative leadership strategies for virtual teams and industries affected by rapid digital transformation
- Cultivating greater engagement online and developing your own strengths as an e-leader
- Collaborating within a virtual learning laboratory environment that generates true innovation
- Fostering group competition that enables achievement at both the personal and organizational levels
- Supporting communication strategies that reach across organizational, cultural, and gender barriers to motivate people and move companies forward
- Building teamwork concepts beyond traditional hierarchies

# Leadership in Action Virtual

UNCONVENTIONAL. EXPERIENTIAL.  
APPLICABLE. VIRTUAL.

## PRE-MODULE

### MODULE 1

#### Day 1

Reading the “virtual room”  
Communicating in a virtual team setup

#### Day 2

Collaboration and teamwork online

#### Day 3

Influencing others in a video-conference

**Intermodular:** test and try phase, peer consulting, online learning

### MODULE 2

#### Day 1

Handling conflicts online

#### Day 2

E-leadership styles and approaches

#### Day 3

E-teaming

## Teaching methods

Experiential

Action-oriented

Coaching

Digital

Interactive

Creative

## Key benefits

- ✔ Build bridges between people to generate greater value in a virtual setup
- ✔ Invent new practices for leading online
- ✔ Identify and reinforce your interpersonal strengths
- ✔ Align yourself and the e-leadership role

\*For general terms and conditions and details on the application process, please go to: [execed.esmt.berlin/gtc](https://execed.esmt.berlin/gtc)



Dr. Nora Grasselli

## Faculty

### Dr. Nora Grasselli

is a program director and executive coach at ESMT Berlin. Her research and teaching focus lies in group dynamics, leadership, and organizational psychodynamics.

### Andreas Bernhardt

is an executive development advisor and lead coach at ESMT Berlin.

## Contact.

### ESMT Berlin

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*I found this program to be highly effective in terms of getting outside of my comfort zone and applying my leadership skills in action.*

*Effective leaders search for the better question, accept inexperience, stay in motion, craft good stories, encourage improvisation. People who act this way help others make sense of what they are facing; sense-making is about staying in touch with context.*

Karl E. Weick