



# EVERYONE WANTS CHANGE

## No one wants to change

*Create 'flow' in your leadership*

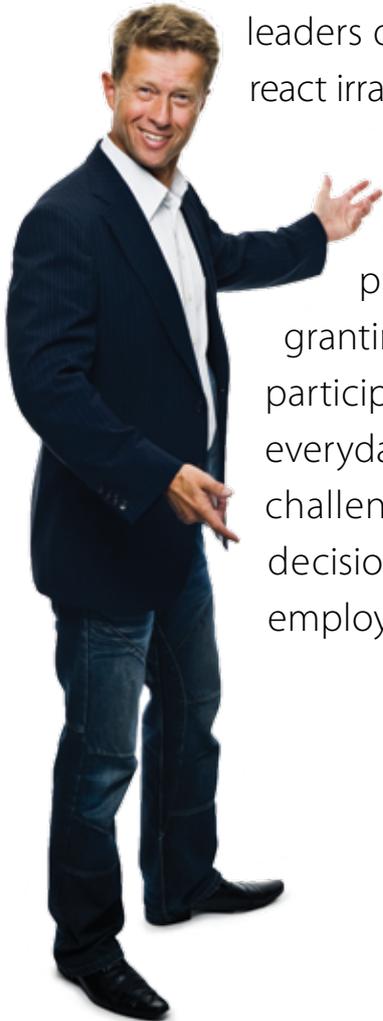
Learn to lead yourself – before you lead others – through a process of change. That is the key of Change Agent. The Change Agent courses challenge leaders on their personal leadership – when they least expect it. That is the Enneagram in practice throughout an intensive course running over three modules, each three days, aimed at leaders.

# YOUR CEO DESERVES GOOD LEADERS

Changes in the organisation, expansion, downsizing, mergers, LEAN, and streamlining.

We are constantly challenged on our readiness for change. But changes are taxing, and also as leaders do we communicate and react irrationally under pressure.

Change Agent revolves around the personal leadership, granting new insight to the participants and new everyday tools, when the challenges are great, the decisions demanding, or the employees feel insecure.



## A CHANGE AGENT ...

- # Is guided by visions for the future
- # Is skilled at inspiring others
- # Understands his team
- # Has the ability to motivate both himself and others

During the course of three intensive days, the participants develop their personal leadership, gain personal insight, develop their attitude towards team work, and gain new knowledge benefitting the company or organisation they belong to.

## WHO IS CHANGE AGENT AIMED AT?

Change Agent is aimed at CEOs, Team Leaders, or the equivalent with responsibility of employees, customer relations, or colleagues in the organisation.

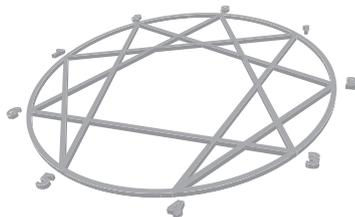
# THE ENNEAGRAM IN PRACTICE

The mind remembers more than 85 percent of what we say and do, but a mere 20 percent of what we are told. As a result, the foundation of Change Agent is “The Enneagram in practice”.

The course revolves around understanding behavioural patterns, communication and attitude in relation to such things as empathy, conflict resolution, problem solving, stress, team work, and the consequences of the choices and decisions we make.

The course consists of theory, practice, reflection, personal coaching, and feedback. The course is interactive, and the learning philosophy puts great emphasis on where the individual participant is in their personal development.

Since change is the cornerstone of the Change Agent course, the programme and schedule will be revealed on the course itself.



On the course, we will work with:

## PERSONALITY TYPES AND MOTIVATION

The Enneagram (test, theory, and practice).

Gain an understanding of how differently we are motivated as individuals, and how we react to pressure and stressful situations.

The complete human. Your mindset and values, own limitations and strengths.

## COMMUNICATION AND BEHAVIOUR

The reasons for one's behaviour, the level of psychological insight, perception, attitudes, convictions, thinking, habits, hunches, and intuition.

## LEAN

Your improvement potential, fault finding, optimisation, change, time, money, and quality.

## GOALS

Testing your personal balance, identification of goals, SMART, formula for success, recognition, and risk.

## LEADERSHIP

Project and managerial systems. The human factor. Planning, focus, discipline, actions, displacement activities, and monitoring.

Coaching and visualisation techniques. Practical techniques to reach your goals.

Personal leverage and being present despite discomfort. Self-esteem and ego.

Meditation, balance, and mindset.

## EFFECT

Measuring, data, evaluation, results, bottom line, and not least, the consequences of your actions.

# READY FOR CHANGE AGENT?

*Do your employees think you are a good leader? Are you in control of what changes does to you?*

**Module 1** Gain an understanding of your personal leadership and your readiness to change

**Module 2 and 3** Trains, anchors, and ensures the effect of your new qualifications, competencies and creativity.

Read more about Change Agent and the experiences of former participants on [www.changeagent.dk](http://www.changeagent.dk)

## BEHIND THE TRAINING ARE:

The most utilised Enneagram teacher in Denmark, **Claus Roager Olsen**

Coach, mentor, facilitator, and trainer of personal leadership, **Thomas Anglov**

Conflict resolution officer in the army **Lars Christophersen** – coaching before, and during taxing and stressful situations

# CONTACT



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