

BALTIC MANAGEMENT DEVELOPMENT ASSOCIATION (BMDA)
in respond to the COVID- 19

INTERNATIONAL COLLABORATIVE LEADERSHIP PROGRAM

**Joint Program of MIM Kiev (Ukraine)
and AGS (USA)**



BACKGROUND INFORMATION

In Eastern and Central Europe COVID-19 pandemic took its economic and human toll. Businesses are suffering from economic implications. Moreover, they are suffering from mental and emotional problems caused by lockdowns, uncertainty and unclear outlook. Business leaders running businesses, operating in fast-changing environments, and in charge of numerous people are prone to burnouts.

BMDA following its mission to induce quality of management development and responding to one of the most pending demand from its community offers its **International Collaborative Leadership Program**.

This innovative program is aimed at the development of the leaders as the most valuable and sought-after resource in our disrupted environment. It is very scarce because leadership is often perceived as a natural quality. However, even born leaders need to be nurtured and polished. Moreover, testing all the concepts, methods, and tools is an integral part of developing and improving leaders.



CONCEPT OF THE PROGRAM

This innovative **International Collaborative Leadership Program** is aimed to enrich the leadership experiences and critical leadership skills in an untraditional way, based on Adizes collaborative leadership and sustainable change management methodology (organizational roles, leadership styles, teamwork, decision making & implementation as well as Organizational lifecycles).

The program is based on the learning by doing principle when the systemic concepts, analyzed and mastered in the classroom, are put in practice in the unusual environment, such as yachting. Such an approach allows the participants to get acquainted with the latest systemic theory of leadership, and immediately practice it at the yachting. Yachting is selected because it allows immediate testing of all leadership concepts, requires strong teamwork skills and the ability to combine leaders' and followers' roles.

Sailing the yachts and conducting two types of races will help the participants to:

- Polish their decision-making under uncertainty skills;
- Enhance their ability to operate with scarce and fragmented information;
- Practice switching leaders' and followers' roles;
- Reinforce teamwork and leading team;
- Better understand Adizes methodology approach to and tools of the leadership.



Employing yachting is a good instrument to:

- Master functioning in uncertainty;
- Preventing burnouts;
- Recharging and networking.

PROGRAM DESCRIPTION

The seven-day long program falls into academic and practical components. Academic component consists of 24 hours of in-class instructions, where the latest trends of systemic and collaborative leadership based on Adizes theory will be taught.

The content of the program is delivered by the following methods:

- Interactive lecturing to increase deeper understanding on subject;
- Practical issue solving through friendly consulting session done by mini-groups to solve individual issues;
- Reflections on the outcomes of yachting component;
- Managing people in Adizes way;
- Pre-reading and program schedule sent a week before the module to prepare better for the module.

The yachting component includes:

- Safety drilling and fundamentals of sailing;
- Team mini-projects;
- Team-building exercise;
- Racing;
- Immediate reflections.



Upon completion of the program the participants are awarded:

A joint Certificate of Completion from Baltic management development association (BMDA) and it's Partners - MIM-Kyiv and AGS (USA).

PROGRAM PARTICIPANTS

This program is designed for executives who have a university degree, at least one year of managerial experience and a sufficient level of English.

TIMELINE OF THE PROJECT

September 2021

1 st Day, Saturday		
17:00 – 19:00	Arrival , check-in at the hotel	
19:00 – 19:30	Guidelines on yachting and safety drill	
19:00 – 20:00	Transfer to the restaurant	
20:00 – 22:00	Welcome dinner at the hotel restaurant	

2 nd day Sunday		
7:30 – 8:30	Breakfast at the hotel	
8:30 – 13:00	Creating a conceptual background – Adizes Collaborative leadership for sustainable change management (at the hotel)	1 Coffee break, 1 smaller break
13:00 – 14:00	Lunch at the hotel	
14:00 – 14:30	Transfer to the yacht	
14:30 – 18:00	First practical training in yachting	
18:00 – 18:30	Transfer to the hotel	
19:00 – 22:00	Dinner	

3 rd day Monday		
7:30 – 8:30	Breakfast at the hotel	
8:30 – 13:00	Adizes Collaborative leadership for sustainable change management (at the hotel)	1 Coffee break, 1 smaller break
13:00 – 14:00	Lunch at the hotel	
14:00 – 15:30	Adizes Collaborative leadership for sustainable change management (at the hotel)	1 coffee break
15:30 – 16:00	Transfer to the yacht	
16:00 – 18:00	Second practical training in yachting	
18:00 – 18:30	Transfer to the hotel	
19:00 – 22:00	Dinner	

4 rd day Tuesday		
7:00 – 8:00	Breakfast at the hotel	
7:30 – 8:00	Transfer to the yacht	
8:00 – 11:30	Pre-race strategy session: distributing strategic instructions, goal setting, planning	
11:30	Racing starts	
19:00 – 22:00	Wrap up of the first day of sailing. Dinner & clean up	Green stop

5rd day Wednesday		
7:00 – 8:00	Breakfast at the yacht. Clean up	
8:00	Racing renews	
17:00 – 18:00	Wrap up of the second day of sailing	
18:00 – 18:30	Transfer to the hotel	
19:00 – 22:00	Dinner	

6rd day Thursday		
6:30 – 7:30	Breakfast at the hotel	
7:30 – 8:00	Transfer to the yacht	
8:00 – 8:45	Pre-sprint briefing, setting tactical tasks.	
8:45 – 11:00	Sprint	
11:00 – 12:00	Brief summing up	
12:00 – 12:30	Transfer to the hotel	
12:00 – 13:00	Lunch at the hotel	
13:00 – 17:00	Reflection session, class	1 Coffee break, 1 smaller break
17:00 – 19:00	Free time	
19:00 – 22:00	Gala dinner and awarding racing prizes for strategic racing and sprint	

7rd day Friday		
7:00 – 8:30	Breakfast and checkout from the hotel	
8:30 – 11:30	Wrap up session	
11:30 – 13:00	Farewell lunch at the hotel	
13:00	Transfer to the airport	Those who want may stay at the hotel at their own expense

Single cabins, 5 persons per yacht, total of 4 - 6 yachts