

Leadership in Practice

This programme is designed for those who want to maximize their team's potential. You will gain insight into stress symptoms, enabling you to improve both the physical and psychological work environment. Level 2 of the "Fundamental Leadership Programme". Once you have completed the Fundamental Leadership Programme, you are ready for the next step in your leadership journey.

Leadership in Practice builds on your experience as a leader and provides you with practical tools to strengthen both your own leadership role and your team's well-being and effectiveness.

You will learn how to lead with presence, communicate clearly, and negotiate with confidence and impact. You will gain tools to prevent stress, work with an appreciative leadership approach, and use coaching as an active development tool. In short, you will learn how to create a healthy, motivated, and efficient workplace where both you and your employees thrive and perform at your best.

Benefits

After completing the programme, you will be able to:

- Apply an appreciative approach to leadership and conflict management.
- Strengthen your negotiation skills and gain insight into different negotiation strategies.
- Use coaching as a tool to develop employees and create motivation.
- Identify and prevent stress and create a healthy work environment.
- Use a practical toolbox directly in your daily leadership role.

Programme Modules

Appreciative Leadership

Learn how to use an appreciative approach in your leadership. You will gain tools to develop your employees' professional and personal competencies through positive dialogue, trust, and respect.

The module provides methods for handling conflicts constructively and creating a culture where collaboration and development are at the centre.

The Leader's Negotiation Techniques

As a leader, you negotiate every day – with employees, colleagues, customers, and business partners.

In this module, you will learn to identify different negotiation situations, apply questioning and listening techniques, and plan negotiation strategies. You will become aware of your own negotiation style and learn how to achieve results through dialogue and mutual respect.

Coaching as a Leadership Tool

Become confident in using coaching as part of your leadership style. You will learn how to use coaching as a tool to promote employee responsibility, motivation, and development.

This module provides you with fundamental methods for planning and carrying out coaching activities in everyday work – helping you strengthen engagement and development within your team.

The Leader's Tools for Stress Prevention

Learn how to identify and prevent stress – both in yourself and in your employees.

You will gain insight into the connection between well-being, workload, and performance, as well as practical methods for creating a healthy psychological work environment. The module provides you with tools to address challenges before they escalate and to create a balance between efficiency and well-being.

Kursuspris

Inden for AMUs målgruppe:
DKK 1.962,00

Uden for AMUs målgruppe:
DKK 6.102,95

Tilmelding



Kursusinfo

Teaching Method

The programme combines presentations, reflection, group work, and practical exercises. The content is closely linked to your daily leadership practice, enabling you to test and apply new tools between modules. Throughout the programme, you will receive guidance and feedback, and the programme concludes with the development of an action plan for how you will maintain and apply what you have learned.

Duration

The programme lasts 9 days, divided into 4 modules of 2–3 days each. Breaks between modules allow you to work on practical assignments and reflections related to your own leadership practice.

Dates

20-21/10, 2-3/11, 16/11, 26-27/11, 14-15/12 2026

Competencies After Completing the Programme

After completing Leadership in Practice, you will be able to:

- Use appreciative communication as part of your leadership style.
- Negotiate professionally and constructively in complex situations.
- Coach employees and support their development.
- Promote well-being through stress prevention and focus on the work environment.
- Develop a team that works efficiently, independently, and with motivation.

Target Group

The programme is aimed at managers, middle managers, team leaders, and HR consultants who wish to develop their leadership style and gain even greater value from their own and others' resources.

Participation does not require prior completion of the Fundamental Leadership Programme, although it is recommended as a natural progression in your leadership development journey.



3 Good Reasons to Join the Programme

1. **Strengthen Your Leadership Toolbox:** With modules on negotiation techniques, appreciative leadership, and stress prevention, you will gain practical tools to handle complex leadership challenges and build a stronger team.
2. **Focus on Well-Being and Efficiency:** You will learn how to identify stress symptoms and create a balance between productivity and a healthy work environment. This benefits both you as a leader and your employees.
3. **Become Better at Motivating and Developing Your Employees:** Through coaching as a leadership tool and an

appreciative approach, you will learn how to bring out the best in your team and strengthen both their professional and personal development.

Fag: Coaching som ledelsværktøj

Fagnummer: 44633	Varighed 3 dage
Inden for AMUs målgruppe: DKK 654,00	Uden for AMUs målgruppe: DKK 1.947,65

Målgruppe: Uddannelsesmålet retter sig mod AMU-målgruppens ledere. Dvs. ledere med en uddannelsesbaggrund til og med erhvervsuddannelsesniveau.

Beskrivelse: Deltageren kan på et grundlæggende niveau planlægge og igangsætte coachingaktiviteter på det operationelle niveau som én af metoderne i personaleudvikling. Deltageren kender og kan anvende korrekte coachingmetoder i forskellige situationer f.eks. i forhold til grupper/enkeltpersoner og formel/uformel coaching. Deltageren kan afdække forudsætningerne for at skabe et optimalt miljø for coaching på det operationelle niveau, og implementere metoden overfor medarbejdere.

Fag: Anerkendende ledelse

Fagnummer: 42833	Varighed 2 dage
Inden for AMUs målgruppe: DKK 436,00	Uden for AMUs målgruppe: DKK 1.385,10

Målgruppe: Kurset retter sig mod AMU-målgruppens ledere. Det vil sige ledere med en uddannelsesbaggrund til og med erhvervsuddannelsesniveau.

Beskrivelse: Deltageren har viden om anerkendende ledelse, herunder hvilken rolle kommunikation og dialog spiller i anerkendende ledelse. Deltageren kan i forlængelse heraf operationalisere de kommunikationsformer, der er karakteristiske for anerkendende ledelse.

Deltageren kan anvende den anerkendende tilgang som et operationelt dialogredskab til udvikling af medarbejdernes faglige og personlige kompetencer. Det kan fx være gennem MUS-samtaler og coaching. Derudover kan deltageren anvende den anerkendende tilgang til at sikre en fremadrettet, konsensusorienteret og løsningsorienteret tilgang til problemer og konflikter.

Fag: Lederens forhandlingsteknik

Fagnummer: 43575	Varighed 3 dage
Inden for AMUs målgruppe: DKK 654,00	Uden for AMUs målgruppe: DKK 1.947,65

Målgruppe: Kurset retter sig mod AMU-målgruppens ledere. Det vil sige ledere med en uddannelsesbaggrund til og med erhvervsuddannelsesniveau.

Beskrivelse: Deltageren kan, som et element i ledelsesfunktionen, gennemføre forhandlinger med f.eks. kunder og leverandører på det operationelle niveau.

I jobfunktionen indgår:

- Identificering af forhandlingssituationen, dens faser og faldgruber.
- Forhandlingsstile og anvendelse af hensigtsmæssige kommunikationsformer på et grundlæggende niveau, herunder spørge- og lytteteknikker.

Fag: Lederens værktøjer til at forebygge stress

Fagnummer: 49442	Varighed 1 dag
Inden for AMUs målgruppe: DKK 218,00	Uden for AMUs målgruppe: DKK 822,55

Målgruppe: Kurset retter sig mod AMU-målgruppens ledere. Det vil sige ledere med en uddannelsesbaggrund til og med erhvervsuddannelsesniveau.

Beskrivelse: Deltageren kan i eget ansvarsområde anvende metoder og værktøjer til identifikation og håndtering af arbejdsmiljøorienterede problemstillinger. Deltageren kan på et grundlæggende niveau identificere sammenhænge mellem psykisk arbejdsmiljø, arbejdsbelastninger og symptomer på stress og nedslidning.

Deltageren kan bruge sin indsigt i symptomer på stress og nedslidning til at igangsætte handlinger, der forebygger stress og nedslidning, så forbedringer af det psykiske arbejdsmiljø kan opnås.