

## Objectives

This "laboratorium" styled workshop is customized to the needs of each participant and takes them through experiential theatre based exercises designed to unleash their leadership talents.

## Content

In this unique learning journey, we will explore 4 groups of leadership skills & behaviors. We adapt the journey to each individual's development needs and work with a small group allowing each to take away the most relevant to their work and situation.

### Self awareness

Know, accept, trust oneself, honesty, humility, confidence, presence, assertiveness

### Connect with others & Establish trust

Listening, empathy, openness, link the heart & the mind, communicate, influence, motivate

### Face the unknown & Complexity

Big picture, courage, taking risks, accepting mistakes, tolerate paradox & ambiguity, letting go.

### Find solutions with limited resources

Being in the moment, curiosity, creativity, playfulness, adaptability, learning to unlearn.

## Approach

This program results from a research led by Annick Zinck bringing Business & Art together, in response to the question: what can Mr Leader learn from Mr Clown in unstable times? as part of a MSC in Coaching & Consulting for Change at Oxford Said Business School & HEC Paris.

This "action learning" process brings a selection of leadership, change and theatrical practices together:

- Business: Adaptive Leadership (Heifetz & Linsky), Leadership (Maccoby), Emotional Intelligence (Goleman), Transitional change (Amato), Neuroleadership (Rock), Immunity of Change (Keagan).
- Art: Greek theatre, Theatre forum, Theory of "Play", Synectics Theory (Gordon), Serious play, modern clown performance (Peacock), Theatre of movement & gesture (Lecoq).

## Participants

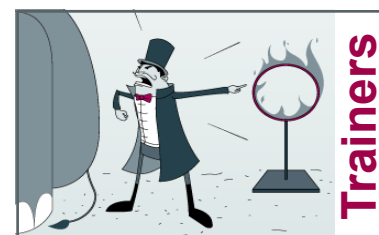
Open to leaders eager to learn about self with others from various horizons in a safe and playful environment. Applicable to any corporation, industry, role or function, including chief executives, general managers, functional team leaders, project managers, facilitators, trainers, consultants. No previous theatre experience required. Maximum 8 participants.

## Location

Hotel Aubier – Les Murailles 5, 2037 Montézillon near Neuchâtel, 1h15 train from Geneva airport.

## Price

CHF 3'000 / participant for 3 days residential program, all inclusive, from 9am in March 22 to 5pm in March 24, customized to each individual's development need, facilitated by 2 professional trainers, incl. 1h coaching before and 1h coaching after the 3 days workshop.



**Annick Zinck**  
42, French  
Management consultant  
Specialised in leadership,  
team and change.  
[www.azck.com](http://www.azck.com)

### Background

Annick studied BA in France, passed the CPA in the US in 2001, the PMP in 2007 and "Insights" accreditation in 2005. She completed a MSc in "Coaching & Consulting for Change" with HEC Paris & Oxford SBS in June 2011 and an international executive program on the Art & Practice of Leadership Development at Harvard in 2012.

She started her career with PricewaterhouseCoopers first as an auditor and then as Manager in Client training & Advisory, leading international transformation programs. After 8 years with PwC, she set up her own company to design and deliver workshops, helping individuals and teams to develop and grow in periods of change.

### The trainer

In her career, has been delivering successful programs, creating qualitative and user friendly training material, at all levels of the organizations. Her training facilitation techniques are described as dynamic, motivating and innovative while the learning is transferable in the working place.

### The artist

In parallel to the corporate world, Annick has continuously been participating in artistic workshops with Jango Edwards, Alain Gautré, Martine Bühler, Alexandre Bordier, Guerassim Dichliev (former assistant of Marcel Marceau) and Kevin Crawford (Roy Hart Theatre company). For the past 10 years, she has been playing theatre in Geneva and co-written the "Decapfour" show in 2007. She has recently written a thesis on "What can Mr Leader learn from Mr Clown?" and created a clown character called "Margret de la Couette" to mirror the unthought known in various contexts.

### Personality

Creative, yet pragmatic and results driven, Annick likes working with multi-cultural teams, sharing knowledge, promoting discovery and encouraging people to work together in the most effective manner.



**Tom Greder**  
50, Australian, Swiss  
Performing artist  
Theatre director  
Workshop facilitator  
[www.tomoskar.com](http://www.tomoskar.com)

### Background

Since graduating from the university of Queensland, Australia, in 1988, with a Bachelor of Human Movement Studies, Tom has continuously been developing his knowledge and skills in theatre performance, in famous schools such as with Philippe Gaulier in London, The Circus Space in London, Angela De Castro in Brisbane, The Clown & Mask with Alex Pinder, and more recently "the logic of movement" with Stephen Motram in England. For the last 24 years, Tom has been performing as itinerant performing artist and sharing his experience in workshops throughout the world. Today, he directs artists to develop solo, group or company performance, as well as leaders and teams to interact & work together effectively.

### The artist

As a solo performer or working together with others, as qualified movement teacher (BHMS Ed), Tom Greder writes for, contributes to and performs for contemporary circus, theatre and street productions, festivals, films, corporate events, workshops, team-events and projects throughout 30 countries for the past 24 years.

### The trainer

Tom Greder works closely with consultants and organizers to design, develop and facilitate corporate events, such as leadership, team, training and induction programs. He brings his enormous capacity to introduce innovative elements into a project while remaining sensitive to the company culture and to the global objectives of the event. His extensive theatrical and pedagogical experience, allows him to maximize interaction, communication and creativity within the given parameters of a company. His work aims to maximize the immediate & long-term effectiveness of events and to increase the active engagement of participants.

### Personality

Tom establishes direct, sensitive and personal contact with those around him. He is used to working with multi-cultural teams, helping people to interact and learn from each other at their own pace.



## Who has been AZck'ing so far?

Aéroport de Genève – Geneva	JT International – Switzerland
Capital International – Geneva & London	LCB Food Safety – France
Chateaud'eau – France	Page group – Switzerland
Citroen – Geneva	Merck Serono – Geneva
Danone Nutricia – At global level - Amsterdam	Mailefer Instruments Manufacturing – Switzerland
Eden Springs International	Nespresso – via Nexum.eu – Lausanne
HES – Lausanne	PricewaterhouseCoopers – Europe
Celgene – Swizerland & UK	Procter & Gamble – Geneva
International Olympic Committee – Switzerland	SGS – Geneva
Johnson & Johnson – Switzerland	State of Geneva
	United Nations: UNECE, UNHCR, UNOCHA , UNOG

## What do participants say about past Leadership Lab?

*“We all have places we get stuck, where we limit ourselves and we don't actually need to limit ourselves. The Leadership Lab helps you to see yourself, how you limit yourself and how you can break through those limits.”*

*“Annick and Tom are a class act! I have never seen a group program tailored to individual needs like this. We all stepped out of our comfort zone to experiment and learn about how to lead and impact others (through theatre). This was balanced with an action oriented close and follow up coaching call so we truly embed the learning. Tons of learning .... Tons of fun!!”*

*“What you think you know is only a small part of what you really know and if you never take the time to explore your full potential you may never allow yourself to live fully.”*

*“Annick & Tom's course was by far the most impressive, memorable and inspirational course I have ever attended. Their use of theatre in a business setting is both creative and innovative. This makes the course very engaging, personal and fun.”*

*“Annick has a unique gift which enables her to bring two worlds together: the practical business world and the world of artists, theater and creativity. This makes for unexpected and powerful workshops. She is super-committed and drives for quality results for her clients from the concept to the follow up.”*

*“Tom possesses an extensive comprehension and an enormous capacity to introduce innovative elements into the project while remaining sensitive to the global objectives of the event”.*

*“It's amazing how precise they can read each individuals for a truly personalized training”.*

*“It was by far the most enjoyable and inspirational workshop I have ever attended.”*

*“Incredible fun and continuous engagement in doing and reflecting”.*  
*“Challenging and supportive at the same time.”*

*“Professionally led, trustful and respectful ambience, highly interesting people, challenging exercises, lot of fun”.*

*“If you REALLY want to learn something about YOUR leadership behavior, this is the right workshop for you. But attention: You will be challenged - no leaning back !”.*