

AZck

*"While Management aspires to be a Science,
Leadership will always remain an Art."
Stokes & Jolly, 2009.*

The Leadership Lab - Description

Objectives

This "laboratorium" styled workshop takes participants through experiential theatre based exercises designed to unleash their authentic leadership talents.

Content

This unique learning journey allows the participants to play & learn what it takes to exercise leadership in unstable times, focusing on 4 groups of attitudes & skills:



Self awareness

Know self, accept self, trust self, honesty with self, humility, freedom to be self and presence.

Connect with others & Establish trust

Listening, empathy, humanity, generosity, openness, complicity, link the heart & the mind.

Face the unknown & Complexity

Courage, taking risks, accepting mistakes, big picture, tolerate paradox & ambiguity, let go.

Find solutions with limited resources

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

Approach

This program results from a research led by Annick Zinck bringing Business & Art together, in response of 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. The resulting workshop is based on the assumption that participants learn on stage what they may need to demonstrate under the spotlight & pressure of internal & external stakeholders in their own systems. The program brings across a series of leadership & change principles via physical theatre based activities and play within a group.

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

Participants

Open to anyone 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.

Program timeline

A blended learning program combining individual reflection, group workshop, 1-1 coaching, customized to the needs of the audience.



Logistics

The workshop takes place at the hotel L'Aubier - Les Murailles 5 - CH 2037 Montezillon +41 32 732 22 11 www.aubier.ch. You can get there by car (10 min from Neuchâtel, 1h30 drive from Geneva) or by train (1h08 from Geneva airport to Neuchâtel train station. A taxi will pick you up at the station).

The registration fees amount to CHF 2'300 per participant and include

- 3 days residential training at the Hotel Aubier from Nov 20th at 09:00am to Nov 22nd at 5:00pm.
- 1 preliminary coaching call and 1 subsequent coaching call.

Transportation costs to the Hotel Aubier are not included.

The Leadership Lab - Facilitators



Annick Zinck
40, French
Management consultant
Specialised in leadership,
team and change.
www.azck.com

Background

Annick studied Business and Administration in France, passed the CPA in the US in 2001, the PMP in 2007 and "Insights" accreditation in 2005. She completed a Master of Science in "Coaching & Consulting for Change" with HEC Paris & Oxford Saïd Business School in June 2011. 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 learning & development company to design and deliver workshops to international companies, helping individuals and teams to develop and grow in the areas of self awareness, teamwork, communication, leadership and change.

The trainer

In her 12 years as trainer, she 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
47, Australian, Swiss
Performing artist
Theatre director
Workshop facilitator
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.

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The Leadership Lab - Feedback from participants

What do they say about the Leadership Lab?

"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"

"Annick & Tom's workshop changes you as a manager but also as a person."

"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"

"Go open minded and be prepared to discover yourself, you can learn what you can do to improve your leadership"

"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 !!!"

Participants to workshops led by Annick & Tom in 2011, 2012, 2013.

Who has been AZck'ing so far?

Capital International – Geneva & London
Chateaud'eau – France
Citroen – Geneva
Danone Nutricia – At global level - Amsterdam
Eden Springs International
International Olympic Committee – Switzerland
Johnson & Johnson – Switzerland
JT International – Switzerland
LCB Food Safety – France

Page group – Switzerland
Merck Serono – Geneva
Nespresso – via Nexum.eu - Lausanne
PricewaterhouseCoopers – Europe
Procter & Gamble – Geneva
SGS – Geneva
State of Geneva
United Nations: UNECE, UNHCR, UNOCHA , UNOG

"Play is the highest form of research". Albert Einstein