

AMS

Agency for Meta Strategies



Learn,
Share,
Grow

Leadership program for shareholders, owners and top managers of European companies operating in Russia

Leading Through Chaos: Navigating Leadership Challenges in a SHIVA World

WHO IS THIS PROGRAM FOR?

The program is designed for **shareholders**, **owners** and **executives** of European companies that retain and continue to develop business in Russia in new conditions and formats.



WHY IS THIS PROGRAM NOW?

Russia's economy has experienced significant **fluctuations** due to factors like oil prices, geopolitical tensions, and sanctions.

The leaders of the companies with the European roots must be adept at **managing uncertainty** to steer their organizations through economic challenges.

Anticipating and responding to external uncertainties seems to be crucial for **safeguarding** their organizations' **interests** and **alignment with the values** of the shareholders.

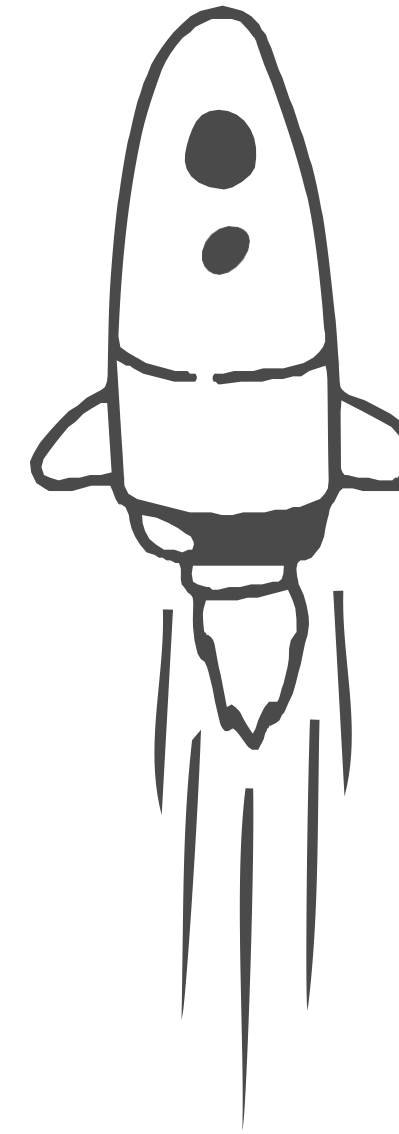


WHAT IS THE PRIME FOCUS?

Russian executives operate in diverse industries facing rapid **technological advancements, changing consumer preferences, and intense competition.**

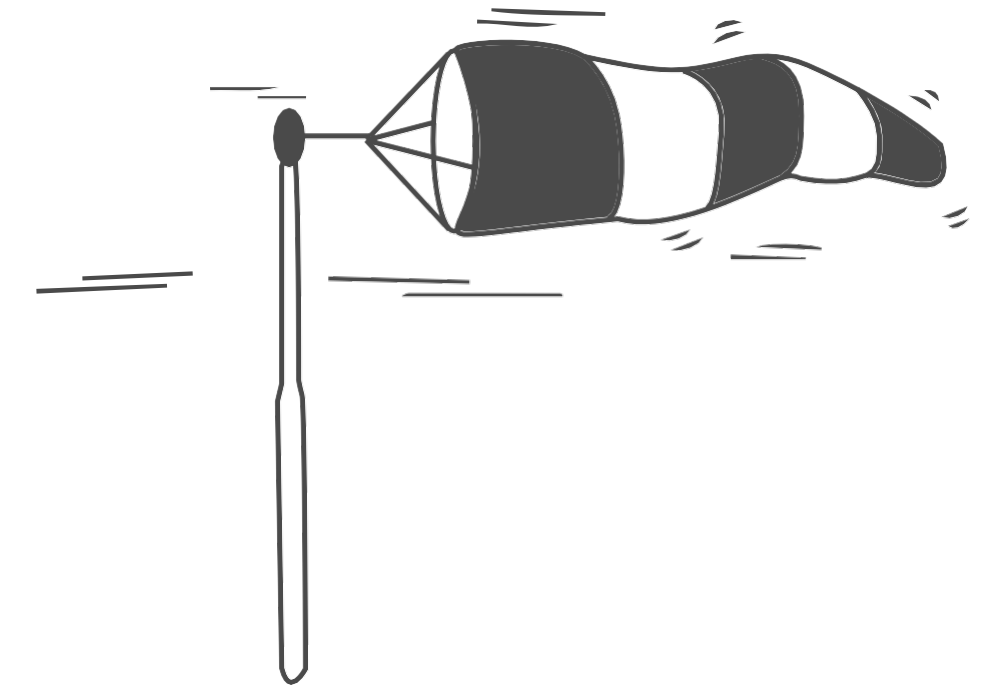
Effective leadership in current reality involves **managing diverse stakeholders**, including employees, investors, customers, and regulators.

This is the right moment to develop further **management strategies** to mitigate potential threats and capitalize on emerging opportunities.



PROGRAM OBJECTIVES

- Understand the concept of **SHIVA world**
- Identify key **leadership challenges** in new environments
- **Explore strategies** and **best practices** for effective leadership
- **Share experiences** and insights of participants
- Develop **action plans** for addressing specific leadership challenges



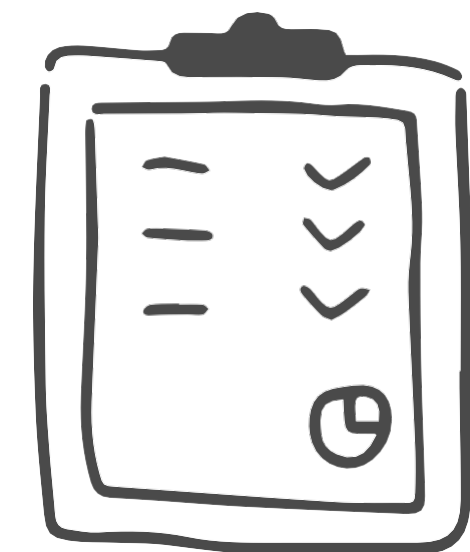
GENERAL APPROACH

The program is delivered in a **highly interactive format**.

This approach promotes active learning, where participants are encouraged to apply concepts, share experiences, and collaborate with others.

The program is tailored so that the content and activities meet the specific needs and interests of participants. By soliciting input and feedback from attendees, the academic directors can **adapt the content in real-time** to address relevant topics and concerns.

This format provides opportunities for participants to **practice** and **develop new skills** in a supportive environment. Through role-playing, group discussions, and experiential activities, participants can enhance their communication, problem-solving, and decision-making abilities.



Program structure

MODULE 1

September 26-27, 2024

DAY 1.

Anticipating Disruption

- Proactively **scanning the external environment** for emerging trends, technologies, and risks
- **Developing strategies** to capitalize on opportunities and mitigate threats before they fully materialize

Decision-Making Amid Uncertainty

- **Making critical decisions** in an environment where information is incomplete and rapidly changing
- **Balancing** the need for **speed** with the importance of thoughtful **analysis** and **risk assessment**

DAY 2.

Leading with Innovation:

Mastering Crisis Management and Creative Problem-Solving

- Exploring practical strategies for **fostering innovation and resilience** in challenging situations
- Developing skills in **creative problem-solving** and decision-making **under pressure**
- Providing participants with **actionable tools and techniques** to apply in their leadership roles

Simulation

Program structure

MODULE 2

October 24-25, 2024

DAY 1.

Leading Yourself: Mastering Personal Leadership for Success

- Understanding the importance of **vulnerability** in achieving personal and professional goals
- Identifying strengths, values, and areas for development to enhance personal effectiveness with **LEA/IDI tool**
- Developing strategies for **managing time, energy, and priorities**

Overcoming Immunity to Change

- Cultivating **resilience, self-awareness**, and a **growth mindset** for continuous improvement
- Exploring strategies and tools for **uncovering hidden assumptions** and **challenging limiting beliefs**
- Identifying patterns of **immunity to change** within the participants' organizations and brainstorming strategies for addressing them

Program structure

MODULE 2

October 24-25, 2024

DAY 2.

Leading Others: Motivating and Empowering the Teams

- **Effective communication:** Active listening, clear articulation of expectations, and giving constructive feedback
- **Engagement:** Assessing tasks, identifying suitable team members, and setting clear expectations
- **Challenging conversation:** Care and Dare leadership principles

Mastering the Art of Persuasion and Impact

- Developing essential skills for **building rapport**, establishing **credibility**, and gaining **buy-in**
- Learning strategies for **overcoming resistance** and objections while maintaining positive relationships
- Creating an action plan for **enhancing influencing skills** and achieving desired outcomes

PROGRAM TEAM



**Tatiana
Sosnova**

Academic program
director



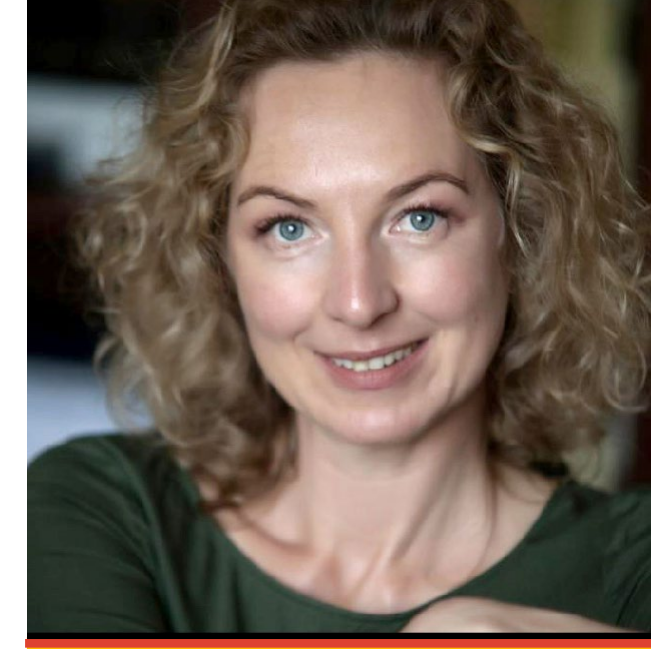
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Counselor



**Prof. Dr. Hugo
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Simulation
Author



**Anastasia
Korshunova**

Program
Producer

PROGRAM FEE

Early Bird Program fee is

250,000 Rub If paid before June 20, 2024 (VAT free)

The program fee is 490,000 Rub (VAT free)

That includes:

- Two modules of two days each in Moscow
- Pre-reading materials & intermodules assignments
- Coffee breaks and dinners

PLEASE CONTACT

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for further information about the program

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