

# Executive Training Program

	Monday 9 May 2016	Tuesday 10 May 2016	Wednesday 11 May 2016	Thursday 12 May 2016	Friday 13 May 2016
09.00	<p><b>09.00</b> <b>Official Opening of the Executive Training Program</b> <i>By Niels Tanderup Kristensen, Deputy Director, DI International Development</i></p> <p><b>09.30</b> <b>Introduction to the Training Program</b> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>09.45</b> <b>Individual Presentation of Program Participants</b> <i>The participants have a maximum of 5 minutes each to present themselves and state their expectations for the program</i> <i>By Chief Consultant Jan Vinther/DI</i></p>	<p><b>09.00</b> <b>Picking up the Red Thread</b> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>09.30</b> <b>Division of Responsibilities and Tasks between Board of Directors and Secretariat</b> <i>As Director of DI Member Associations Secretariat, Susanne Andersen has a practical insight in effective collaboration between board and secretariat. We gain access to her practical experience.</i> <i>By Director of DI Member Associations Secretariat, Susanne Andersen</i></p> <p><b>11.00</b> <b>Peer to Peer Knowledge Exchange</b> <i>Suggesting and effectuating change in the division of tasks and responsibilities between Board and Secretariat is challenging – but it can be done. We learn from the experience of Lebanese CCIA-BML which has undergone significant changes the last five years.</i> <i>By Director General of CCIA-BML, Rabih Sabra</i></p>	<p><b>09.00</b> <b>Picking up the Red Thread</b> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>09.30</b> <b>Leadership versus Management</b> <i>We are different in our individual preferences, which influences our way of performing as Managers. C.G. Jung – a well know psychiatrist – has created a model to define the preferences of others and ourselves. We get an introduction and learning experiences using the model.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>10.45</b> <b>Building a Committed and Motivated Organisation</b> <i>Clear leadership and focus on organisational drivers is on demand in order to build a committed and motivated organisation. We look into the organisational foundation and identify the driver for building commitment and motivation.</i> <i>By Chief Consultant Jan Vinther/DI</i></p>	<p><b>09.00</b> <b>Picking up the Red Thread</b> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>09.30</b> <b>Empowerment</b> <i>Trust in employees, knowledge about their competences and clear targets are examples of what enables managers to delegate responsibilities and tasks and thereby make a more effective organisation. We familiarize with the pre-conditions for successful empowerment of the employees.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>11.00</b> <b>Change Management</b> <i>Analyses show that up to 60 % of implemented organisational changes or management decisions are unsuccessful according to the defined targets. Why is that? We dig into the background to understand why, and we discuss how to make implementation successful.</i> <i>By Chief Consultant Jan Vinther/DI</i></p>	<p><b>09.00</b> <b>Picking up the Red Thread</b> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>09.30</b> <b>Organisational Development through Process Management</b> <i>Robustness and flexibility enable organisations to absorb external changes, and be productive and deliver quality under pressure. How can Management create the right organisational focus on effective processes?</i> <i>By Chief Consultant Michael Nielsen/DI</i></p>
12.00	<p><b>12.00</b> <b>Lunch Break</b> <b>Official welcome from Deputy Director General, Thomas Bustrup / DI</b> <i>Why DI works globally!</i></p>	<p><b>12.00</b> <b>Lunch Break</b></p>	<p><b>12.00</b> <b>Lunch Break</b></p>	<p><b>12.00</b> <b>Lunch Break</b></p>	<p><b>12.00</b> <b>Lunch Break</b></p>
13.00	<p><b>13.00</b> <b>Introduction to Confederation of Danish Industry's Structure and Board Governance</b> <i>With approximately 10,000 companies as members or associated members, DI's organisation and structure has to be flexible and robust in order to serve many different missions and still align under one purpose. We get an introduction to DI's structure and board governance.</i> <i>By Vice President Bjarne Palstrøm/DI</i></p> <p><b>14.00</b> <b>Trends in the Development of Nordic Boards</b> <i>In the last 20 years, Nordic Board of Directors have undergone a tremendous development in structure as well as in internal efficiency. We pick trends and discuss which and how to implement.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>16.30</b></p>	<p><b>13.00</b> <b>Basics about Nordic Management</b> <i>In order to understand the Nordic approach to management, an introduction to the Nordic employer/employee relationship and the history of the "Danish Model" is provided. Furthermore, we discuss the purpose and tasks of management and organisations.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>14.30</b> <b>The Direct Power of Management</b> <i>All management conduct has an organisational impact – why not make it a positive one? We open the door for "Appreciative Inquiry" as David Cooperride defines it.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>15.30</b> <b>Wrap Up and End of Day 2.</b></p> <p><b>16.30</b></p>	<p><b>13.00</b> <b>Disruption</b> <i>The world is moving much faster today than ever. Disruption is becoming the future agenda.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>14.00</b> <b>Develop Your Employees through Adapted Management Style</b> <i>By adapting the management style to the development level of each employee, the manager increases the efficiency of the organisation.</i> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>15.00</b> <b>Wrap Up and End of Day 3.</b></p> <p><b>15.30</b> <b>Transfer to Copenhagen</b> <b>Free time</b></p>	<p><b>13.00</b> <b>Change Management – continued</b> <i>By Chief Consultant Jan Vinther/DI</i></p> <p><b>14.30</b> <b>The Process of Managing a Political Strategy</b> <i>DI represents various sectors and it has always been a great challenge to take care of the members' joint interests and at the same time speak with only one voice. Here, we give an introduction to how DI for the last four years has been working on making a general framework for measuring, reporting and making coherent policy advocacy.</i> <i>By Chief Consultant Vivian Vinter/DI</i></p> <p><b>15.30</b> <b>Process Management</b> <i>What is the philosophy behind Process Management and what can be gained by involving resources in managing and optimizing work processes?</i> <i>By Chief Consultant Jan Vinther/DI</i></p>	<p><b>13.00</b> <b>Organisational Development through Process Management – continued.</b> <i>By Chief Consultant Michael Nielsen/DI</i></p> <p><b>15.00</b> <b>Wrap Up</b></p> <p><b>16.00</b> <b>Hand Out of Certificates and Closing of Program</b></p>

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	<b>Wrap Up and End of Day 1</b>	<i>Transfer to Roskilde</i> <b>17.00</b> <i>Visit at Vikingeskibs museum</i> <b>18.00</b> <i>Free time</i>		<b>16.30</b> <b>Wrap Up and End of Day 4.</b>
<b>20.00</b>	<b>20.00</b> <i>Dinner at the castle</i>	<b>20.00</b> <i>Dinner at Restaurant Snekken</i> <b>22.30</b> <i>Transfer back to Skjoldnæsholm</i>	<b>20.00</b> <b>Dinner at Fishmarket Pastis</b> <i>Hovedvagtsgade 2</i> <i>1103 København K</i> <b>22.30</b> <b>Transfer back to Skjoldnæsholm</b>	<b>20.00</b> <i>Dinner at the castle</i>