



The brightest minds in finance

# Leadership: Influencing People & Managing Change



# Improve your effectiveness by building strong collaborations

The Leadership: Influencing People & Managing Change program centers around leadership capabilities: exerting your influence and steering change, both at the interpersonal level and at the organizational level. It is placed in the context of finance, as a department or as a service, and role and responsibilities of the finance professional. In signaling, advising and 'guiding into the right direction' these leadership skills are indispensable.

Participants will strengthen their skills in influencing people in business interactions, as well as in managing change throughout an organization. They will augment their effectiveness in bringing about behaviors which contribute to better decision-making and greater organizational results.

This highly intensive and hands-on program covers three critical components divided over three days:

Day 1: Strong negotiation & communication behaviors

Day 2: Influencing across levels - Applying indirect influence & be a leader in groups

Day 3: Leading change - Understanding how to make change happen

# How you will benefit

By attending the program, you will

- Augment your effectiveness in dealing with people
- Strengthen your leadership and influencing capabilities
- Expand your situational overview and leadership toolkit
- Enhance your behaviors in one-to-one interactions
- Improve your understanding and use of non-verbal behaviors
- Learn about and practice with strategies of indirect influence
- Enlarge your impact in groups and lead them to better decisions
- Learn about strategies and behaviors to lead and implement change

## Who should attend

The Leadership: Influencing People & Managing Change program is relevant to finance professionals and managers who seek strategies and tools to strengthen their effectiveness in dealing with people, steering change and are keen to expand their leadership capacities.

Please contact us should you feel the need to verify your level of knowledge, and/or the relevance of your work context.

# Program at a glance

#### Day 1

#### Strong negotiation & communication behaviors

- Understanding underlying interests despite conflict
- Formal versus informal influence
- How to understand what your counterpart values
- Efficient behaviors & persuasion
- Understanding the power of non-verbal behaviors and emotions

#### Day 2

#### Influencing across levels

- Understanding and mapping the organizational context
- Understanding the social context of relationships
- · Indirect/side influence
- Leading groups toward better decisions
- Leading by influence in teams & groups

#### Day 3

#### Leading change

- Leading and implementing change in a business organization
- · Understanding barriers to change
- Psychological / individual barriers to change
- Organizational / collective barriers to change
- Leading & inducing change in an organization:
  An action plan

3 days | € 4,150 | Check AIF.nl for dates

"Reach goals more effectively by influencing people and managing change."

Professor Marwan Sinaceur, ESSEC Business School Paris, France

# The expert

Meet the brightest minds in finance. Learn from the world's leading finance academics and experienced corporate executives.

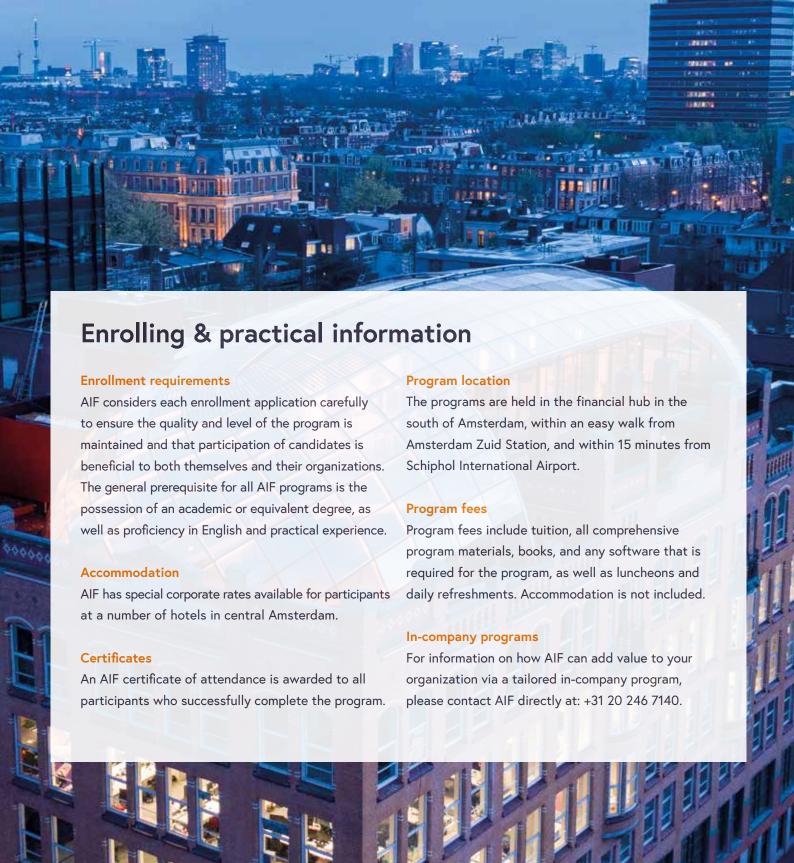


Marwan Sinaceur was a Professor of Organizational Behavior at INSEAD for thirteen years. Currently, he is

Full Professor at ESSEC Business School in Paris. While at INSEAD, Marwan received the Deans' Commendation for Excellence in MBA Teaching twice and he also was co-director of the INSEAD Behavioral Research Center.

Marwan Sinaceur received his PhD in Organizational Behavior from the Stanford Graduate School of Business, Stanford University, USA. At Stanford, he was a graduate fellow at the Stanford Center on Conflict and Negotiation.

Professor Sinaceur has taught negotiation, influence, and leadership to senior directors, directors, managers, and MBAs for over 25 years. He has conducted empirical research in social psychology and in management, which focuses on negotiations, influence, emotions, group decision-making, change management, and culture. His research has been published in leading research journals, such as the Journal of Applied Psychology, Psychological Science, Nature Human Behaviour, the Journal of Experimental Social Psychology, and Organizational Behavior and Human Decision Processes. It has been covered in media such as Business Week, Harvard's Negotiation Journal, Insights by Stanford Business, INSEAD Knowledge, and the Wall Street Journal.



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