

## WHEN AND WHERE

The first training in Finland has 10 seats available. It will be arranged in Helsinki in fall 2017, on September 21–22 (Session 1), and November 6–7.2017 (Session 2), Each day starts at 9.00 am and ends at 5.00 pm.

## COST AND REGISTRATION

€ 2,900/person (excluding VAT) for all four days + a 30 minute coaching meeting. The price includes lunch, refreshments and materials. The training is held at Milton, Kaisaniemenkatu 6A, Helsinki.

For questions and to sign up, please e-mail [service@milttonsparks.fi](mailto:service@milttonsparks.fi) or contact Managing director Christina Dahlblom ([christina.dahlblom@miltton.fi](mailto:christina.dahlblom@miltton.fi) /050 563 6927).



# TUFF LEADERSHIP TRAINING IS COMING TO FINLAND

**STEP 1**  
**To lead  
individuals**

Are you tired of working too much, of carrying all the responsibility? Does it feel like your employees are dependent on your drive, energy and knowledge? Are you interested in developing skills to have more self-managing employees and teams?

**tuff**leadershiptraining

**miltton**

It all starts with you training new ways of leading. This education is for you who really wants to develop as a manager and leader, irrespective of whether you are new in your leader role or more senior and experienced. Tuff Leadership Training trains managers in a coaching approach to leadership that produces motivated, responsible employees and self-reliant teams.

## **SETUP**

The Step 1 course consists of four days' intensive training. It starts with two consecutive days in which you learn the basics of the Tuff coaching leadership style and approach. After a month or so, during which you'll be able to put your new skills into practice, you'll build on them with two more days full of more advanced techniques and training. There will also be a half-hour coaching meeting with a Tuff trainer one month after course completion.

## **A COMMON THREAD THROUGHOUT THE EDUCATION; PRACTICAL, RELEVANT TRAINING**

An important part of your development as a leader is to identify and be aware of your strengths and pitfalls. The focus of the course is on learning practical skills, that will help you leverage your strengths and avoid your pitfalls. You will practise in true-to-life role-play situations, receive abundant feedback and find new, more effective ways of dealing with the challenges and problems you wrestle with. Many concepts will be turned on their head, and you'll find yourself with a whole new set of tools that you can put straight to use.

## **CONTENT**

### ***The Tuff Step 1 training program will help you discover:***

- how to make your employees take greater responsibility and ownership, helping you avoid the role of being the one who solves problems, checks that things get done or "getting the report in on time"
- how to motivate and strengthen your employees, especially during troubled times and when there are worries within the company
- how to talk to employees who don't deliver or function well
- how to give someone bad news without appearing too harsh and "managerish", while remaining frank and to the point
- how to improve potential poor relationships with your employees
- how to give effective feedback that gives lasting results without it draining your energy.