



## SYMBIOSIS LEADERSHIP DEVELOPMENT

Understanding yourself, awareness of how others see you, applying strengths in a focused way.  
Two day input on IMPM

### Why Symbiosis...

The International Masters Program in Practicing Management (IMPM) is designed to be the "Next Generation" Masters Programme. It is a cooperative venture of business schools in six countries around the world –Canada, (McGill) England, (Lancaster) France, (INSEAD) India, (Bangalore) Japan and Korea. Participants are senior managers from organisations including LG, Alcan, Lufthansa and Fujitsu.

IMPM programme managers asked Symbiosis to create an experientially orientated input that challenged the leadership thinking and behaviour of these senior managers through a large, complex dynamic and action-orientated exercise with facilitated reviews.

### What we did...

Increasingly complex exercises acted as a vehicle for challenging the leadership behaviour of people from very diverse cultures, British, American, German, Japanese, Korean and Indian. These sessions helped the participants to develop a higher degree of trust and mutual understanding so that personal thoughts and feelings could be shared more openly, building and deepening relationships.

The exercises were very revealing of different approaches and preferred behaviour patterns across national and organisational cultures. Each exercise was followed by a facilitated discussion that built on the 'reflective mindset' objectives. This gave the participants the opportunity to gain feedback on their leadership behaviour and to increase their understanding of its impact on their performance producing a very powerful experience.

### What the team got out of it...

*'I found our experience very valuable, we appreciated your efforts to make us think about our actions'.*

Heike Birlenbach, General Manager,  
BeneluxLufthansa German Airlines