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Corpstrat Academy  
for Learning Leadership  
and Mentoring



# Learning & Performance Conference

*Improving job performance through leadership excellence*  
for finance & banking professionals

We are pleased to invite you to an interactive learning & development experience that will inspire you to become an **effective leader**, providing the necessary tools and skills to improve the employees' performance across your organization.

For the first time in Romania, we bring you the **Learning & Performance Conference for the finance industry**, organised by the RBI Learning & Performance Center – your partner for coaching and leadership development, in partnership with Performance Group and supported by Corpstrat Academy for Leadership and Mentoring and AQR International UK

*“Learning and performance will become one and the same thing.  
Everything you say about learning will be about performance.  
People will get the point that learning is everything.”*  
Peter Block, American author, consultant, speaker

## Conference overview

**Financial & banking leaders** have a tremendous impact on organizational climate and **performance**. The behaviors they personally demonstrate – as well as those they implicitly and explicitly endorse – set the tone for employee behavior throughout the organization. Recent studies have found that employees often leave organizations because of poor **organizational leadership & managerial skills**. Today's leaders, then, must develop new skills to serve as **inspirational role models** and provide strategic direction to employees if they hope to achieve exceptional performance and ensure the **success** of their organizations.

Practice has shown **business coaching** and executive coaching to be the most effective means for achieving sustainable growth, change and development in individuals, groups, and organisations. Organisations that have embraced coaching and stuck with it have noticed remarkable results. Coaching, done well, can be a powerful tool in implementing change, increasing motivation across teams and addressing individual performance issues, thereby harnessing the potential for improving results. The conference focuses on most important principles of an **effective leader** and how to help you coach your team for increased performance and extraordinary outcomes.

*An empowered organisation is one in which individuals have the knowledge, skill, desire and opportunity to personally succeed in a way that leads to collective organisational success.*

### Conference objectives

In this conference, participants will learn about:

- fundamental leadership and coaching skills required for high performance of financial organisations
- experience a variety of leadership assessments, including ILM 74 (*Integrated Leadership Measure*), MTQ48 (*Mental Toughness Questionnaire*), the DISC classic profile, to receive personalized feedback about their strengths and potential opportunities for improvement as individual leaders
- best practices for inspiring improved employee performance from international recognised keynote speakers



### Topics

- Why performance management is essential for the future finance professionals? What are the new skills needed?
- Why talent management is essential to the future of the high performance financial sector organisations?
- Defining what is 'talent' in a financial services context? What are talent competencies in the financial sector?
- What makes a good manager of talent?
- Learning and development programs for talent

### Event agenda

**09.00 – 9.30**

Welcome coffee and registration

**9.30 – 11.00**

*Session 1 – plenary sitting*

***Blending Learning & Performance – Key competitive advantage for successful organizations  
HR Directors from top banking & financial institutions***

**11.00 – 11.15**

*Coffee & Networking*

**11.15 – 12.00**

*Session 2 – keynote speech*

**Responding to the Challenges of Coaching Leadership – what is needed for high quality results  
MD, Doug Strycharczyk - AQR International UK**

**12.10 – 13.00**

***1<sup>st</sup> workshop: Leadership Coaching for performance \****

**13.00 – 13.10**

Changing workshops

**13.10 – 14.00**

***2<sup>nd</sup> workshop: Emotional Intelligence for performance \*\****

**14.10 – 14.30**

***Conference Closure & Conclusions***

**14.30**

## Lunch & Networking

**Participants will be split into two groups, alternatively attending both workshops!**

### \* Workshop 1: Leadership Coaching for Performance

**Facilitator:**

**Doug Strycharczyk**

**Managing Director AQR International**



#### **Assessing and Developing Leadership in Managers and Staff – and measuring difference**

##### **The role of psychometrics in Leadership Coaching – the vital coaching tool?**

Excellent coaching and development relies significantly on creating realistic and accurate self awareness in the individual about their leadership style and their leadership effectiveness. This enables people to consider and select development activity which is appropriate and which works. And importantly, how do we, the coach, the manager, and the client, know that any of this works. One element is to identify and target desired outcomes – but these may not emerge for some time after development activity has taken place. We can however use psychometrics to assess whether mindset and leadership style has changed fairly quickly as a result of coaching and mentoring activity. If it has we can be confident that the outcomes will be achieved. If not, then the outcomes are unlikely to emerge. This is like providing a torch for the coach to see where their activity is making a difference.

The first part of the workshop will look at the role of psychometrics in coaching and will feature:

- *MTQ48\** – a unique measure of mental toughness and mindset – central to all coaching activity
- *ILM72\** – a normative measure of leadership style and leadership behavior
- *Jungian Card Sort exercise* – which assesses behavioural preferences across 4 scales



### \*\* Workshop 2:

**Emotional Intelligence for Finance and Banking Managers (GMP)**

**Facilitator:**

**Rajesh Misra**

**CEO Corpstrat Academy**



#### **Coaching and Emotional Intelligence are inseparable!**

The personal behaviour of leaders impacts business results. When managing talent, it is vital that you possess good self-awareness, self confidence and Emotional Intelligence. The purpose of coaching is to unlock people's potential to maximize their own performance. Training leaders to adopt a transformational coaching approach is the single most powerful way to develop the four fundamental emotional intelligence components proven to impact high performance: self-awareness, self-management, social awareness and relationship management (Forbes, 2001). Having been built on the two pillars of awareness and responsibility, our inspiring **Global Managers Program (Personal MBA)** allows leaders to develop emotional and social competencies



that give them greater agility, gain their people's trust and create vision that connects and inspires their organization. Participants gain the confidence to achieve their potential and to become catalysts of change and high achievement across their organization.



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### Additional benefits for participants

- Conference participants will be provided with the opportunity to complete the MTQ48 (*Mental Toughness Questionnaire*) and ILM72 (Integrated Leadership Measure) free of charge, by attending Workshop 1.
- Workshop 2 will give participants a sample of the **Global Managers Program (GMP)**, an internationally certified training program dedicated to top professionals looking to hone their managerial skills, available for the first time in Romania, only at RBI, starting April 21, 2017.
- Conference participants who decide to register for the GMP benefit from 5% discount off the program fee.



**Coaching gift voucher** – 3 winners will be selected at the end of the conference. They will each benefit from an initial evaluation, a 60 minutes individual coaching session and further recommendations.

### VENUE

Romanian Banking Institute, 3 Negru Voda Street, Bucharest

### DATE

**March 21<sup>st</sup>, 2017, 9.00 – 14.30**

### FEE

100 euro/participant (VAT not applicable)

*At the end of the conference, participants will be given a certificate, issued by RBI & endorsed by AQR International, with 4 CPD credits.*

For further information and enrollment, please contact:

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BY LEARNING  
YOU WILL TEACH.  
BY *teaching* YOU WILL *learn*  
[Latin proverb]