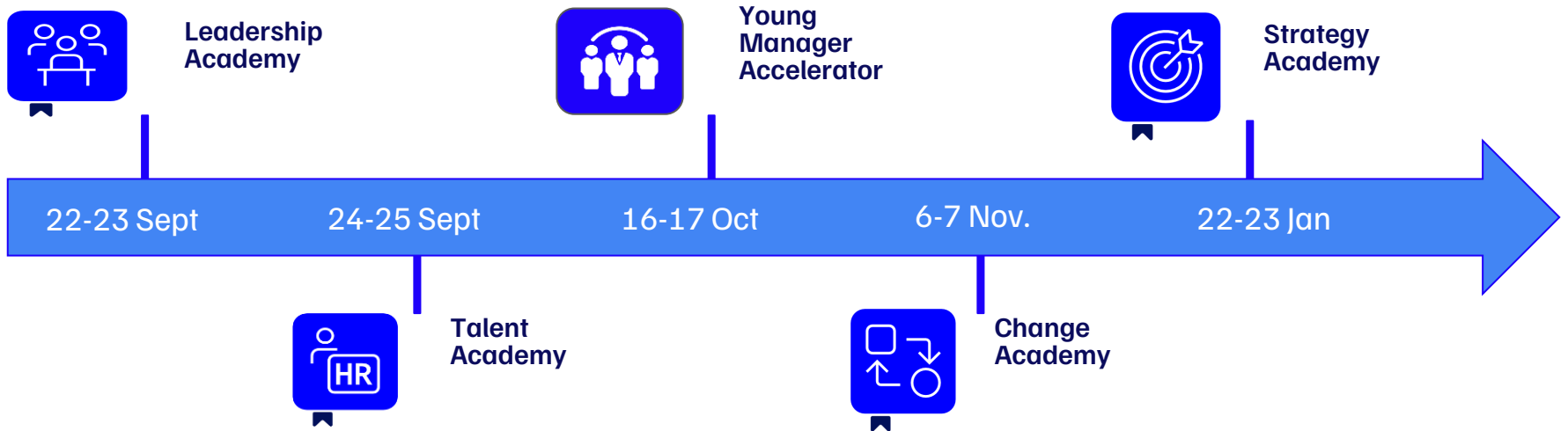


Timeline of Training

Autumn/Winter Cluj

CONNECT The logo for CONNECT, featuring the word "CONNECT" in a bold, white, sans-serif font on a blue background. To the right of the word is a vertical stack of three white circles, each containing a letter: "C" at the top, "O" in the middle, and "N" at the bottom.

CONNECT CEE



Professional people for emerging opportunities



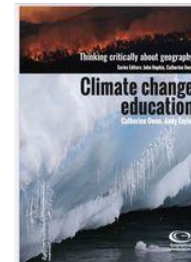
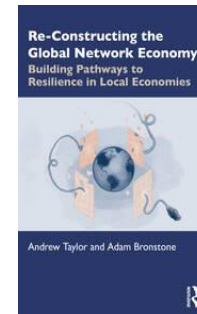
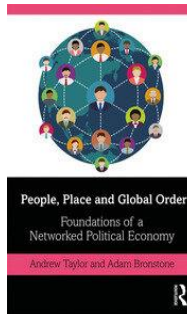
Dr. Andrew Taylor - Facilitator

Andrew has more than 30 years of international business experience, as a head-hunter, management consultant, business school lecturer and learning facilitator.

From Hong Kong to Toronto to Singapore his skills are valued by companies as diverse as Coca-Cola, Microsoft, ING, Honeywell and EY.

Most clients associate Andrew with a charismatic and inspirational style of consulting that is demanding, motivational and effective.

Recent books:



CONNECT^{ec}

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Leadership Academy

Core topics



Leaders & Managers

Understanding the differences between leadership and management is vital. Results as a good manager are not an indication of leadership ability.



Models of Leadership

- Qualities approach
- Situational approach
- Functional approach
- Transformational models of leadership



Organisation Types

Using Mintzberg's model, participants will see how what is defined as good leadership is very different in different types of organisation.

Core topics



Levels of leadership

- Managing self
- Managing others
- Strategic Director



Culture

The real power of leadership is not so much in what individuals do, but how they are able to shape culture. This will provide key tools to enable participants to widen their impact.



Strategic leadership

Provides models to help participants recognise organisational patterns, adjust to problem complexity, appreciate the innovative power of diversity and how to avoid groupthink.



Practicalities

Fees

2 x one day modules

Fees: 350 Euro + VAT

The Study

Highly Interactive, case study driven style that is oriented around group discussions and reflections upon participants experiences.

When

22-23 september 2025.

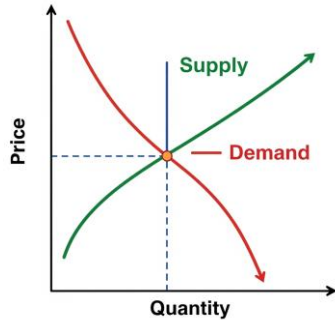
CONNECT^{ee}

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Young Manager Accelerator

Key topics



Basic economics

Designed to enable participants to understand how markets work and inform decision-making:

- Supply & Demand
- Theory of the Firm



Time Management

Based upon the 80/20 principle and using the Eisenhower Window, participants will learn to allocate their time according to where most value is created. Thereby making decisions based upon value and not just task completion.



Organisation Types

Using Mintzberg's model of organisations, participants will learn that good management varies significantly between different types of company. It challenges assumptions and connects behaviour to structure.

Key topics



Presentations

A key part of management is making presentations. Participants will learn what makes a good presentation, including slide decks, board rooms, conferences, etc and they will practice these skills and receive feedback.



Motivation & teams

An introduction to models of motivation, including Maslow, Herzberg, Vroom and more, and how to develop norms of behaviour and manage the development of teams using the Tuckman model.



Managing Performance

Participants will be given tools to manage performance and be shown how to manage feedback, both in a formal review and on an ongoing basis.

Practicalities



Fees

2 x one day modules

Fees: 199 Euro + VAT

The Study

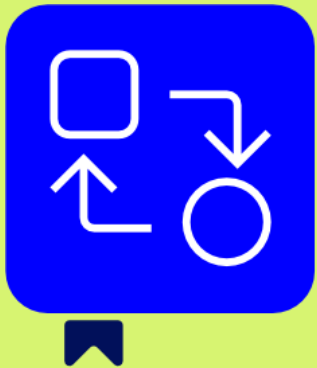
Highly Interactive, case study driven style that is oriented around group discussions and reflections upon participants experiences.

When

16-17 October 2025

CONNECT^{ec}

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Change MGT Academy

Content



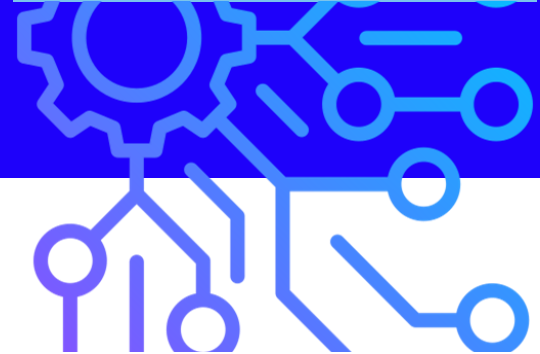
Models of change

Change has become the new constant of management. Participants will gain experience in applying the two major models of change to case studies and explore their respective strengths and weaknesses.



Habits & stories

Stories animate organisational life far more than policies and procedures. Participants will draw upon the work of Duhigg and Collins to identify how habits and stories define their organisations and, using case studies, how they can be used to transform organisations also.



Complexity

Managers tend to be overwhelmed with tasks and respond to challenges by reaching for best practice solutions. Using the learning loops model and the Cynefin Framework, participants will learn to assess the nature of the challenge, before rushing for solutions.

Practicalities



Fees

2 x one day modules

Fees: 299 Euro + VAT

The Study

Highly Interactive, case study driven style that is oriented around group discussions and reflections upon participants experiences.

When

6-7 November 2025

CONNECT^{ec}

Professional people for emerging opportunities



Strategy Academy

Core Content



Economics for strategy

Strategy is a structured search for value creation. Business strategy therefore requires a clear understanding of the economics of our business models. This will enable participants develop more powerful analyses of market opportunities.



Tools & templates

Participants will gain practical experience of using tools such as mind maps, PESTLE analysis, the BCG matrix, etc. They will also undertake detailed case study work, in small groups, of using Porter's 5 Forces model and Mintzberg's 5Ps model.



Strategic leadership

Provides thinking tools to enable managers to make better strategic choices, including the learning loops model and the importance of diversity of thinking to avoid groupthink.

Practicalities



Fees

2 x one day modules

Fees: 399 Euro + VAT

The Study

Highly Interactive, case study driven style that is oriented around group discussions and reflections upon participants experiences.

When

22-23 January 2026

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CONNECT

CEE