



Leadership challenges that mid- or senior-level managers face are often not primarily technical or purely professional. They are often emotional and internal. Failure to recognize this can prevent leaders from dealing efficiently with such challenges and make them appear as far more complex and persistent than they are.

When people either avoid a difficult conversation or rush through it without giving others time to react, it is rarely because they do not know what they want to say or because they do not have time. It is usually because they want to avoid feeling the emotional and internal states that arise during the conversation, such as anger, sadness, vulnerability, hatred, insecurity, guilt, or shame. Avoiding emotional and internal states makes leadership unnecessarily complicated. It limits dialogue and leads to unresolved conflicts, lack of trust, withholding of important information, silo-thinking, and ultimately poor decision-making, poor performance, and lost revenue.

In this course, we will explore a range of emotions. We will look at common prejudice and misunderstandings related to each emotion and explore how embodying the energy of each emotion can contribute in its own unique way to your skill as a leader.

Methods

The course is an energizing mix of practical reflective exercises, short presentations of relevant research, and group dialogue. To ensure relevance, the course focuses on working with the participants' own challenges.

Learning objectives

- Develop a deeper understanding of how different emotions can contribute to efficient action
- Assess your comfort level with different emotions and identify opportunities for developing your capacity to engage with a broader range of emotions
- Learning to navigate more efficiently in emotional situations

Claus Springborg, PhD and lecturer at CBS

10+ years of experience teaching leadership and co-creation skills, management theory, systems of personal development, and entrepreneurship as an executive educator and as a lecturer at business schools across Europe. Being active as publishing academic, entrepreneur and social entrepreneur, I'm passionate about developing theories through practice and for practice. In my teaching, I value humanistic principles, precision, reflexivity, and humour.



Testimonials

"It's amazing to see how quickly and powerfully these techniques can work. And the embodied perspective brought considerably more energy to the decision-making process. Great stuff!"

Daved Barry, Professor at Copenhagen Business School, Copenhagen

"Claus is a true communicative talent. In essence, he is able to talk passion into his sessions and his creative teaching approach and strong communication skills spills over into his business-oriented workshops",

Tom Elberling, Strategist, Marketing & B2B Sales Manager, Copenhagen

"I am constantly amazed at the power of Claus' interventions. Claus somehow simplifies the process of transformational change. He takes the drama and fear out of everyday issues and blocks. He works with such grace and focus"

Craig Douglas, Chairman of the Board at Tribalogic Ltd., Edinburgh

"Working one-to one with Claus is truly transformational – he brings exceptional skill, insight and sensitivity in working with life long, unresolved, and persistent issues. It is and has been a life-changing gift and wonderful adventure. Be open and expect change!"

Sue Belcher, management consultant, London

"Claus offers a deep and comprehensive package that I can weave into my busy work and family life. In particular, the razor-sharp way 'fuzzy' spiritual subjects are presented and discussed is so helpful"

Andy Hockaday, Ethical Investment Adviser, London