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Project Nr: 2023-1-PL01-KA220-VET-000158937

# DISCO METHOD PROGRAM

## MODULE 3

Leadership | Collaboration |  
and Effective Communication

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### | Leadership | Collaboration | and Effective Communication |

#### 9:00–9:30 | LECTURE & WORKSHOPS FOR ALL PARTICIPANTS

“Leadership in the age of diversity: from hierarchies to networks”

**Location:** main hall – all participants together

**Facilitator:** Leadership expert / organisational psychologist / international trainer

#### Lecture agenda:

##### 1. “The new face of leadership” (10 min)

- From control and command to collaboration
- Leadership in multicultural and remote teams
- How diversity impacts business outcomes

##### 2. “Live Empathy Exercise” (15 min)

- Exercise: Walking in someone else’s shoes
- Experiencing different cultural perspectives
- Analysing differences in communication

##### 3. “Your leadership style” (5 min)

- Quick leadership self-test
- Introduction to different styles
- Preview of the upcoming workshops

Competencies: Leadership awareness, intercultural competence, empathy

**Points:** 8 points for active participation



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#### ROOM 1: "LEADERSHIP ACADEMY"

Centre for Leadership Skills Development

Room Profile: Development of leadership skills, team management, decision-making

For Whom: Future leaders, managers, individuals in supervisory roles

**9:30–12:00 | "From manager to leader" – leadership transformation (150 min)**

**Format:** Intensive leadership development workshop with simulations

**Facilitators:** Management trainer + organisational coach

#### Learning Objectives:

- **Level 4–5:** Analyse one's own leadership style and its effectiveness
- **Level 6:** Create a personalised leadership model

**Main project:** *"Lead a team through crisis and organisational change"*

#### Workshop structure

9:30–10:15 | Leadership style diagnosis (45 min)

- Leadership test using the DISC model + results analysis
- Mapping strengths and development areas
- 360-degree feedback simulation with other participants
- Identifying personal values as a leader

**Outcome:** Personal leadership profile



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#### 10:15–11:30 | Crisis Management Simulation (75 min)

**Scenario:** *"The company loses a key client, and the team is demotivated"*

- Rotating roles: director, middle manager, team member
- Making difficult decisions under time pressure
- Communicating bad news to the team
- Building a crisis recovery plan
- After each role: immediate coaching and analysis

#### 11:30–12:00 | Personal leadership model (30 min)

- Creating a personal leadership canvas
- Defining mission, vision, and values as a leader
- Leadership skills development plan
- Commitment to specific actions

**Outcome:** Personalised leadership model

#### Tools Used:

- DISC Leadership Test
- Business case study simulations
- 360-degree feedback framework
- Personal leadership canvas

Competencies developed: people management, decision-making, crisis leadership, self-awareness

Points: 35 points

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**12:15–13:15 | Study session: “The psychology of leadership and motivation” (60 min)**

**Format:** YouTube materials + case study analysis

#### **Viewing Materials (35 min):**

1. *“Self-Determination Theory” – Daniel Pink (15 min)*

- Autonomy, mastery, purpose as motivators
- How to build intrinsic motivation in a team

2. *“Servant Leadership” – Simon Sinek (10 min)*

- Leaders eat last – caring for the team
- Building a culture of trust

3. *“The Leadership Mindset” – Carol Dweck (10 min)*

- Growth vs fixed mindset in management

#### **Case Study Analysis (25 min):**

- Analysing real cases of leaders (success/failure)
- *“What would a servant leader do?”* – solving dilemmas
- Planning personal actions – applying theory to practice

**Competencies:** Leadership psychology, team motivation, servant leadership

**Points:** 12 points

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**14:15–16:15 | “Manager 4.0” – managing in the digital age (120min)**

**Format:** Business simulation with real-world challenges

**Learning Goals:** Levels 5–6: Managing complex projects and dispersed teams

**Main Simulation:** *“Lead a digital transformation in a traditional company”*

#### **Workshop Structure:**

**14:15–14:45 | Organisational Diagnosis (30 min)**

- Case study analysis: company pre-transformation
- Identifying resistance to change
- Mapping stakeholders and influence analysis

**Outcome:** Map of transformation challenges

**14:45–16:00 | Change Management in Action (75 min)**

- Kotter’s 8-step change process in practice
- Building a guiding coalition for change
- Communicating the transformation vision
- Managing team resistance and fear
- Quick wins vs long-term change
- Simulation: Running a transformation meeting

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#### **16:00–16:15 | Performance Management 4.0 (15 min)**

- Objectives & key results vs traditional KPIs
- Continuous feedback instead of annual reviews
- Managing remote and hybrid teams

**Outcome:** Implementation plan for modern management

**Competencies:** Change management, performance management, digital transformation

**Points:** 30 points

#### **16:30–17:15 | Study session: “Women’s Leadership and Diversity” (45 min)**

**Materials:** “Women in Leadership” (McKinsey) + “Inclusive Leadership” (Deloitte)

**Activity:** Analysing bias in leadership processes + planning actions for inclusive leadership

**Points:** 10 points





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