



**LIDER
RYNKU
SZKOLEŃ**

Global Leader Executive Programme

14 – Day Interactive Instructor-led Training

DESCRIPTION

The Global Leader Executive Program is a comprehensive, multi-module development journey designed to elevate leadership capabilities in fast-growing, multicultural, and high-performance environments. Through a blend of proven leadership models, hands-on team exercises, and practical frameworks, participants learn how to build cohesive teams, strengthen trust, enhance collaboration, and adapt their leadership style to drive sustainable performance. The program guides leaders through key areas such as creating effective team charters, managing high-performance dynamics, leading across cultures, fostering continuous improvement, supporting teams through change, and building mental resilience. Each module equips leaders with actionable tools and shared practices they can immediately apply to real workplace challenges, enabling them to inspire teams and shape a positive, productive organisational culture.

TARGET GROUP

This program is designed for senior managers, team leaders, and emerging executives who oversee diverse or rapidly expanding teams and want to strengthen their leadership effectiveness on a global scale. It is ideal for leaders working in international organisations, cross-functional environments, or multicultural teams who need strong collaboration, communication, and change-management skills. The course is also well-suited for high-potential professionals preparing for broader leadership roles, as well as experienced managers seeking to refresh and expand their strategic leadership toolkit.

TRAINING PROGRAM

Module 1. ENHANCE TEAM COLLABORATION (2 days)

Build the foundations of an effective, cohesive team by co-creating a Team Charter that aligns values, a shared vision, communication norms, and measures of success. This module strengthens collaboration by creating clarity, mutual understanding, and a consistent approach to working together—especially important in periods of rapid organisational growth.

Key Models & Frameworks:

Systemic Team Coaching Model (P. Hawkins); structured pair and group exercises to align on expectations, communication styles, team needs, and performance criteria. Participants leave with a fully developed, living “Ways of Working” document that guides future collaboration.

Module 2. MAINTAIN A HIGH-PERFORMING TEAM (2 days)

Explore what truly drives high performance and learn how to intentionally cultivate trust, openness, accountability, and commitment across the team. This module provides tools to diagnose

performance challenges and create conditions where individuals and teams consistently deliver exceptional results.

Key Models & Frameworks:

Five Dysfunctions of a Team (P. Lencioni), Tuckman's Storming–Norming–Performing Model—practical application for strengthening trust, building shared accountability, and navigating team dynamics.

Module 3. STRENGTHEN YOUR LEADERSHIP TOOLKIT (2 days)

Enhance your leadership effectiveness by understanding and adapting your leadership style to different team needs and business situations. Learn how to lead with emotional intelligence, elevate team engagement, and influence culture through intentional behaviours.

Key Models & Frameworks:

Six Leadership Styles (D. Goleman), Multiplier vs. Diminisher Leadership (L. Wiseman), and practical delegation and prioritisation tools including the Eisenhower Matrix.

Module 4. BUILD A CONTINUOUSLY IMPROVING CULTURE (2 days)

Promote a culture where continuous improvement becomes a shared responsibility. Identify limiting factors that hinder progress, and work collaboratively to overcome them. Develop skills to recognise productive “above the line” behaviours and shift unproductive patterns to reinforce a growth mindset.

Key Models & Frameworks:

Limiting Factors Framework (J. Storm), models for building a strong, constructive feedback culture incorporating both Consultative and Direct Feedback approaches.

Module 5: Navigate Working Across Cultures (2 days)

Strengthen intercultural competence and enhance collaboration across global teams. This module equips participants with practical tools to navigate differences in communication, trust-building, decision-making, and conflict styles, enabling smoother teamwork across countries and cultures.

Key Models & Frameworks:

The Culture Map (E. Meyer) applied across key dimensions such as feedback, disagreement styles, trust formation, scheduling norms, and decision-making patterns.

Module 6: Support Teams Through Change (2 days)

Develop the confidence and capability to guide your team through organisational change with clarity and empathy. Learn how to reduce resistance, increase buy-in, and help team members feel supported during transitions.

Key Models & Frameworks:

7 Cs of Change Management: Context, Communication, Confidence, Credibility, Conflict, Comfort,

and Consistency. Includes realistic practice scenarios to strengthen skills for addressing resistance and low engagement.

Module 7: Foster Mental Resilience (2 days)

Gain a practical, science-based toolkit for building and sustaining mental resilience in yourself and your team. Learn to recognise early signs of stress and burnout, and co-create a resilience plan that enables sustainable performance without compromising well-being.

Key Models & Frameworks:

Five Pillars of Resilience, burnout prevention strategies, and the Ormazabal UK Mental Resilience Framework & Action Plan to support long-term employee health.

COURSE DETAILS

Start dates

TBC

Course fees

TBC

Training time

9:00am – 4:00pm (CEST Warsaw, UCT+2)

Enrolment

ADN offers a variety of training methods including group, online and in-company training.

Online Training

- Access to the MS Teams audio/video platform

In-company training

Tailored training programs designed to meet an organization's specific goals for maximum effectiveness.

Certification

Upon completion of the course, participants receive certificates validating their competencies, enhancing their professional credibility.

TRAINER PROFILE



Natalia Mank has over two decades of experience in leadership development and coaching. She has worked for top global business schools, such as the London Business School and IESE in Spain. In her varied career, she has also held executive roles in business development, leading international teams across markets and cultures.

As an ICF accredited executive coach, she also holds a Postgraduate Degree in International Trade, Law & Policy Making and a Master's Degree in Indian Linguistics & Philosophy. She has lived and worked in six countries across three continents. A life-long learner, speaks six languages and is keen on economics and global trade as well as on yoga and art.

Natalia's mission is to support leaders in their ambition to align effective business decisions with inner drive for integrity and sustainable transformation. She is passionate about addressing loneliness in executive positions and helping people be more authentic at work.

Natalia is also certified in Systemic Team Coaching, supports multi-cultural teams to align on values, feedback culture, conflict resolution and stake holder management. Her methodology focuses on well-researched frameworks, engaging workshops, effective leadership development programmes and bespoke coaching.

Natalia's current & past clients:

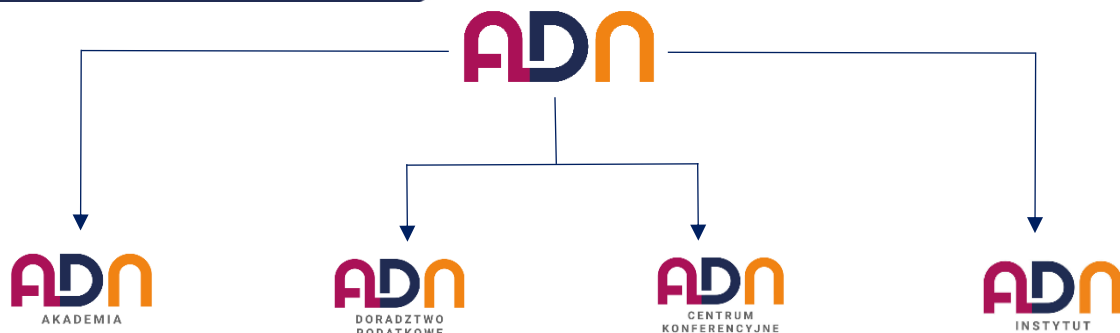
AFRICAN DEVELOPMENT BANK, AMC NETWORKS, BMW, CENTRICA, CREDIT AGRICOLE -CENTRAL INVESTMENT BANK, CREDIT SUISSE, DENTONSFLADGATE LLP, GENERALI, GOODWOOD GROUP, IRIS GLOBAL, TELEFONICA, TOTAL, SONNEDIX

Natalia's Recent Projects:

- Empowered Manager Programme design, delivery and coaching for Centrica (British Gas) Directors, Senior Managers and People Managers (2023-2024) to c.a.1000 participants (UK, Ireland and the Netherlands)
- Team Building Intensives design and delivery for IRIS International Team + Individual Executive Coaching (Global, 2021-2024)
- Goodwood Group Senior Management Leadership Programme Design and Delivery + Individual Executive Coaching (United Kingdom, 2024)
- Becoming an Effective Leader & Effective Feedback Conversations, Dentons Global Law Firm, 2024)
- Better Together Leadership Programme Design for Credit Agricole Central Investment Bank Division (London 2024-ongoing)
- *How to Be an Effective Coach* -programme design and delivery for Shared Services Directors at Accenture, Poland 2025
- *Conversations For Growth* –structured coaching programme to support growth and transition for global managers at Fremantle, (Global – South America, Australia & Spain, 2025).

ABOUT ADN ACADEMY

OUR BUSINESS STRUCTURE



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BUSINESS

IT and AI

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PACKAGE OF ADDITIONAL BENEFITS

As part of purchasing in-house training at ADN Academy, you will receive the following complimentary bonuses:

ACCESS TO POST-TRAINING CONSULTATIONS

For 1 month from the date of the in-house training, we offer the opportunity to submit questions to the trainer at: pytania@adnakademia.pl.

Estimated value of the bonus: *A few hundred PLN.*



ADN ACADEMY TRAINING PLATFORM

Each participant will receive six months of free access to the ADN Akademia educational platform. It provides access to over 300 video materials, incl. trainings, workshops, expert debates, and podcasts covering key areas of professional knowledge.

Bonus value: *1.499 PLN net.*



50% DISCOUNT VOUCHER

Your company will receive a voucher entitling you to a 50% discount on a selected 1- or 2-day open training course offered by ADN Akademia (taxes, accounting, finance, industry-specific topics).

Estimated value: *350–900 PLN net.*



THE TOTAL VALUE OF ADDITIONAL BENEFITS IS approx.: 2.500-3.000 PLN net

OUR CLIENTS





Feel free to contact us

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