

*A virtual process for
sustainable leadership ...*

Smart
Leadership
SuperVision

Starting-point

- ✓ The current situation makes "many things different" for most people
- ✓ Managers are currently even more isolated than usual
- ✓ Crisis situation requires more leadership and faster decisions
- ✓ Uncertain future with uncertainties also for managers

- ✓ Virtual world is a bit closer to everyone
- ✓ Many ask themselves, how should they integrate the 'new' virtual working methods into the 'new' everyday life after the crisis

Why

- ✓ Consistently working on your own leadership topics
- ✓ Reflect and reinforce new ways of working
- ✓ Receive input on the topic "Leader as a Coach"
- ✓ Get perspectives from leaders of other companies/departments
- ✓ Strengthen competence as a leader coach
- ✓ Learning supervision as a tool for your own team
- ✓ Build up a solid network



Testimonials

- ✓ *«An effective, efficient and very practical experience, carried out in collaboration with professionals willing to put themselves in the field to be supervised and to give their contribution in supervision. A totally manageable time and financial investment. What I appreciated most was the use of supervision tools and methods that can be applied in day-to-day management activities, especially in supervising department heads who should be leaders in their department.»*
 - ✓ **Matteo Castiglioni, Deputy General Manager**
- ✓ *«An innovative and very useful experience, a moment to stop and think in good company, among professionals who live similar situations. The discussion and sharing always took place in a new remote mode, but right from the start there was a tangible climate of openness, trust and mutual respect that made me feel "close" to the other participants. Through the work we did, my perception of my current work context changed and I found more courage to express my "critical" thoughts without the fear of hurting/disappointing the other people: I feel much more like a "leader coach" within the company.»*
 - ✓ **Valentina Reiner, Head of Regulatory Affairs**
- ✓ *«An exciting experience from a human point of view, even before the professional one. Empathy and helpfulness characterised the meetings. I found the way the coach managed the meetings excellent, as well as the climate of trust and cooperation that was established from the beginning between the participants. I didn't think it could be so interesting to work as a team on personal problems in a professional context, and the solutions that emerged during the meetings fully satisfied me.»*
 - ✓ **Flavio Trovatelli, Imprenditore**

How

- ✓ **7 virtual meetings**
 - ✓ 1 per month
 - ✓ 2 hours with 4-6 participants
 - ✓ + Preparation and follow-up each 15' ‘

- ✓ **Meeting procedure, e.g. ...:**
 - ✓ Input „Leader Coach“, Supervision 2-3 cases:
 - ✓ Reflection on own topics, Input Coach, Input participants (through coaching questions), Wrap up & Transfer

- ✓ **Process:**

0. Pre-interview
1. Getting to know each other, confidentiality agreement, preparing the work field
- 2.-6. **Smart Leadership**
SuperVision
7. Review, open points, learning, orientation, closure

Possibile topics

- ✓ Self-Leadership in uncertain times
- ✓ My role as leader
- ✓ Leading virtual teams
- ✓ Agile change management
- ✓ Strength-oriented leadership
- ✓ ...
- ✓ Maximize team performance
- ✓ Motivation and empowerment
- ✓ Conflict Management
- ✓ Decision-making competence
- ✓ Change readiness
- ✓ ...



Advantages

- ✓ Support throughout the entire process
- ✓ Small group with like-minded leaders
- ✓ Closed group, exchange in a confidential setting
- ✓ Mutual assistance by the other participants
- ✓ Networking (also across companies)
- ✓ Location independent = no travel organization
- ✓ Smart investment
- ✓ ...

Uniqueness

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- ✓ Coach with relevant experience in organizations
- ✓ Through the model "Supervision" the participants support each other
- ✓ IAK Online Experience

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Organization

- ✓ Groups: in-house or open
- ✓ Platform: Zoom/Teams/Skype
- ✓ Apps: Miro/Mentimeter/...
- ✓ Choice of cases at the meetings: priority on rotation
- ✓ Rate: € 1'500 (+ VAT), incl. pre-interview
- ✓ Promotional rates for multiple registrations and/or corporate groups on request

Coach/Supervisor

Giovanni Franco - *Coach, Gestalt Counselor, Trainer*

- Giovanni is a high-level **executive coach, trainer and speaker** who is inspiring and accompanying individuals, teams and organizations on an international scale **for more than 20 years**.
- He is particularly appreciated for his ability to grasp the real needs of his interlocutors, to create **tailor-made interventions with a very high impact** and to modulate his style and communication, thus ensuring maximum performance with each person or group regardless of their level or role.
- His **passion** and **energy** infects the participants, who thus activate their potential to self-responsibility, focus their priorities and improve performance.



- The numerous training courses he has completed (e.g.: **Gestalt Counseling** at the Gestalt Therapy Study Centre in Milan, the international program in **Gestalt in Organizations** at the Gestalt School in Turin and the training in **Professional Coach** at the Future Coaching Academy in Milan) provide him with further bases for a **precise interconnection** between the 'soft' aspects of change and development and the 'rigid' aspects of the entrepreneurial reality.
- Giovanni **accompanies his clients** in change and innovation processes, development of corporate culture as well as in the creation and strengthening of team collaboration.

Clients *(excerpt)*

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Contact

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