



PORTFOLIO OF DEVELOPMENT ACTIVITIES

Jaka Lounge Human Capital



The purpose of this portfolio is to provide more information about our development interventions, such as trainings and exposure programs, and to help clients to better understand the content and learning objectives of each one.

Think of it as a good starting point for our discussion on your „problem to be solved“.

Let's talk!

LEADERSHIP WITH IMPACT

"The quality of a leader is reflected in
the standards they set for themselves."
- Ray Kroc



FIRST TIME LEADER PROGRAM

“So your hard work has paid off and you've got promoted to leader. What's next?”

Quick facts about the program:

Pre-work; 2 in-class sessions; Follow up | 16 hours



SUMMARY

The program aims to support a successful onboarding into the new leadership role as a leader of others and to make the fundamental mindset shift needed for lasting changes in leadership/management behavior.

WHO IS THIS TRAINING FOR?

The program is designed and developed as a mandatory program for all first-time leaders who are less than 180 days in managerial/leadership role.

WHAT WILL I LEARN?

- How to motivate yourself and your employees and how to manage their performance
- What is emotional intelligence for leaders
- How to build relationships and trust
- What is your business behavior style and how to utilize it in managing people
- How to influence others



PEOPLE MANAGEMENT PROGRAM

“Leadership roles are those that facilitate execution of a company's strategy through building alignment, winning mindshare and growing the capabilities of others.”

Quick facts about the program:

Pre-work; 2 in-class sessions; Follow up | 16 hours



SUMMARY

This program will help leaders to understand and learn techniques and skills of managing others. Program will help them to more easily transfer from an expert to a leadership role.

WHO IS THIS TRAINING FOR?

This program is aimed at leaders in front-lines and customer-facing teams and teams with supporting/servicing role.

WHAT WILL I LEARN?

- What is effective communication, questioning techniques, listening and feedback skills
- Development planning tool
- Coaching GROW model
- Managing stress
- Time management



LEAP PROGRAM

“Stay relevant...”

Quick facts about the program:
3 modules; 3x3 in-class sessions | ~72 hours



SUMMARY

LEAP is leadership and management program for leaders that are preparing to make the next step in their career. Program will provide the latest leadership concept and challenge the current way of thinking.

WHO IS THIS TRAINING FOR?

This program is for experience leaders who are preparing to make a next step, or preparing for major step-up from their current way of thinking and doing.

WHAT WILL I LEARN?

You will deepen your understanding of company values, vision and leadership in your surroundings by learning how to perform different leadership roles. Managing uncertainty, change management and leading innovation is just some of the concepts that we are going to focus on during this program.

You will learn what are your talents and development areas from the summarised perceptions of yourself, your leader, peers and direct reports in module 2 of the program.



360° FEEDBACK WORKSHOP

*“What do you see when you look in a mirror?
‘Myself, of course,’ you reply. But what is
your self?”*

Quick facts about the program:

Pre-work; 1 in-class sessions; Follow up | 8 hours



SUMMARY

360° Feedback is a specific workshop focusing on summarizing the feedback previously acquired from direct reports, leader and peers. The input given from these groups are compared to your own assessment of your leadership style.

WHO IS THIS TRAINING FOR?

For any leader who will benefit from identifying development areas in this role. They can be used as input to create a personal development plan or trigger an transformational journey for individual.

WHAT WILL I LEARN?

How does your surroundings perceive you. What are your strengths and areas for improvement when compared with typical leadership profile.



STORYTELLING TRAINING

“You might not remember the list of to-dos you left at home, but you’re probably still laughing at the story you heard in the break room.”

Quick facts about the program:
Pre-work; 1 in-class sessions | 8 hours



SUMMARY

It is a leader's responsibility to paint a picture of the future and inspire their people and others to get there. Storytelling is the perfect vehicle to share that vision by describing the now and laying out the dream on how the company will achieve the vision.

WHO IS THIS TRAINING FOR?

This program is for all leaders who are in the role that requires to frequently communicate the ideas, strategies and general vision to others and for people who wants to increase their skill of presenting and motivating others through storytelling.

WHAT WILL I LEARN?

- How to successfully create and present a story
- How to use a story to inspire people or bring them closer the topic you want to convey within your team and stakeholders
- How to structure a story and what do you need for an effective storytelling



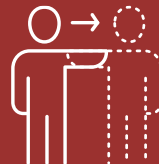
COACHING TRAINING



“...a process that enables learning and development to occur and thus performance to improve...”

Quick facts about the program:

Pre-work; 2 in-class sessions; Follow up | 16 hours



SUMMARY

Coaching became crucial for all leaders as a tool for developing their people. By use of coaching, you will be able to help your team members discover their potential, become more independent, set better goals and see more options how to reach them.

WHO IS THIS TRAINING FOR?

For all leaders in mid and high management roles that want to improve their coaching skills and work with their teams.

WHAT WILL I LEARN?

How to lead short, but effective coaching conversations that are solution-focused. Practical knowledge so, as a leader, you could have coaching conversations with your people through daily tasks. This covers the mastering of key skills – asking powerful questions, listening, feeding forward rather than feeding back, building rapport and ensuring accountability as well as navigate the process of thinking and decision making of your colleagues.





HAVE AN IDEA?
LET'S TALK!

info@jakalounge.com
+381 11 40 99 586
www.jakalounge.com