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# TOWARDS THE NEW REALITY

A two-day training with  
Dr. Larissa Winter

*Leadership Resiliency:*

*Handling Stress, Uncertainty, and Setbacks*

We've experienced the big shock of COVID-19, now we're continuing to adapt, integrate, and plan for what's coming

next. To navigate these challenges in a way that is sustainable, effective and resilient requires increased self-awareness and self-care skills.

Resilience — maintaining equilibrium under pressure — is among the most important skills for leaders at all levels to master.

*"The question isn't how can you avoid difficulty and stress —The question is, 'How do you face it?'"*

In this course, using science-backed principles you will:

- Understand the importance of resilience & energy in effective leadership
- Explore a wide range of recharge/resilience techniques
- Develop short but impactful resilience rituals & routines that take up just 2% of day, fend off burnout, and help you Burn Bright
- Practice 3 daily activities to build your personal resilience:
  - **Personal energy management.** Manage your own resistance. "Show up," give your best, and relinquish attachment to the outcome. Stay in the present.
  - **Shifting your lenses.** Take charge of how you think about adversity. Understand your beliefs about the situation and choose your response. Exercise compassion for yourself and others.
  - **Sense of purpose.** Develop a "personal why" that gives your life meaning. This helps you better face setbacks and challenges. Also, look for ways that crisis and adversity may connect to your larger life purpose.

**When:** 25-26.06.2020  
(2 days, 09:00 - 17:00)

**Where:** TBC, Tirana

**Contact:** softskills@aie.al  
www.aie.al

*\*Groups are comprised by  
12 - 14 participants*

**3 PRACTICES TO STRENGTHEN  
RESILIENCE**

**MANAGE**  
your personal energy.

**SHIFT**  
your lenses.

**FIND**  
your sense of purpose.

The graphic features a purple background with white and teal text and icons. At the top, it reads '3 PRACTICES TO STRENGTHEN RESILIENCE' in white. Below this, the word 'RESILIENCE' is written in large, bold, teal letters. Underneath, three icons are arranged horizontally, each with a corresponding practice name in teal and a description in white. The first icon shows a person with a plus sign and a minus sign, representing 'MANAGE your personal energy.' The second icon shows a person with a magnifying glass over a checkmark, representing 'SHIFT your lenses.' The third icon shows a person with a target symbol, representing 'FIND your sense of purpose.'

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Life credo:

*Fill your days with the life and not your life with days*

In 2010, I had resigned my position as HR Director and Member of the Executive Board and launched a new solo practice with the vision of using my energy, talents, and skills to help leaders of large business organizations "connect their heads to their hearts." My solo practice quickly grew into an international advisory firm Galagan ADVISORY®, where I still am today, and which continues its mission: "We want to be a force of good in business by inspiring people to create a better workplace for themselves and others. At Galagan ADVISORY®, we want to be remembered as the company that brought an awareness of human science to the business world and every single individual".



*Dr. Larissa Winter*

My professional experience consists of more than 25 years' experience in law, HR and people development, and have held international executive management positions across the SCEE and CIS regions. I have extensive experience in developing and implementing programs to advance core business objectives while maximizing employee performance and a long track record of successfully establishing, transforming and building up human resource functions, including strategic and operational leads, across the SCEE and CIS regions in the consumer goods, oil/gas, financial/insurance, and IT/telecommunication industries. I am an accomplished HR strategist with a broad business operations background, strong change management skills, and experience providing leadership during organizational change. As a human resources director, over a period of 18 years, I was involved in leading and executing more than 50+ merger and acquisition projects and over 70 change initiatives and post-merger/acquisition integration projects. In my last corporate HR role, I was responsible for more than 26,000 employees in 24 countries across the CEE countries.

In my primary focus in the advisory business, I helped such companies as Voest, ERG Holding (formerly ENRC PLC), LEONI, Credit Agricole, HETA, NOVOMATIC Group, RZB, Cummins, UniCredit, Uniqa, TeleHaase, Post, Eleks, Mondi, NLB Group, Tirana Bank, TITAN Group, FALKE, BKT, Telekom (Slovenia), BALFIN Group, enercity AG, and many others to reinvent their organizational and leadership practices.

### **Education**

- PhD, IEDC Business School of Management - Study of the Phenomenon of the "Organizational Trauma".
- Master of Business Administration, Henley Management College, UK
- Master Degree of Law, Kiev National University, Ukraine
- Bachelor Degree of Psychology, Teaching College, Ukraine

### **Certification**

- Coaching diploma from Freien University Berlin.
- Certification in GROW Coaching Methodology, Barefoot Coaching, UK
- Certified Partner of the Behavioral Analytics, PREDICTIVE INDEX
- Certified Trainer in LEGO SERIOUS PLAY Methodology
- TONY ROBBINS RTM Coaching program "Transformational Coach"
- Certified Trainer in the POINT OF YOU Methodology. Master of the POINTS OF YOU
- MARY MORRISEY, "Dream Builder" Coaching Certification Program
- SEARCH INSIDE YOURSELF, SIY Certified Trainer @Google Academy in education (certification Q 1/2020).

PS: I am native Ukrainian, have worked and lived in Ukraine, Poland, the United Kingdom, Romania, and Slovenia. I currently reside in Austria.

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*We wish you a pleasant, productive and successful learning process with us!*

*For requests and feedback please contact us at: Email: [softskills@aie.al](mailto:softskills@aie.al) | Cell: +355 68 60 19 672*