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*Annex A*

Workshop Overview

"Defence Resource Management - Leadership Workshop”

SSG-1-22

RACVIAC - Centre for Security Cooperation, Rakitje, Stari hrast 53, HR-10437 Bestovje, Republic of Croatia

Info Tel.: + 385 1 333 0 803, [www.racviac.org](http://www.racviac.org/)

**Dates**  15-17 February 2022

**Venue RACVIAC facilities at the "Vitez Damir Martić" Military Barracks**

**Stari hrast 53, Rakitje, 10437 Bestovje, Zagreb, Republic of Croatia**

**Background:** Leadership as an ability and a process is an extensive topic and it should be a very important item on the agenda of every organization. One can think of the best strategy in the world and invest a lot of resources into it, but if we don’t have people (the human resources) who believe in that strategy and are highly motivated to implement it, even the best strategies and plans will fail. There are many things that influence human motivation in work and life and leadership is one of the key components of it, as it is consistently shown in research. Leading people requires a different mindset and different skillset from the ones that made us successful in our individual contributor (specialist, expert) role. Leadership is not something we are born with; it is something we can and should learn and develop on any level in the organization that includes managing people. Therefore, we need to look into the role of a leader and work on developing skills and behaviours that leaders need to be successful in that role.

**Purpose and Objectives:** This 3-day Workshop will be focused on clarifying the leadership role, responsibilities and competencies required to be a strong leader who people want to follow. After completion of the Workshop the participants are expected to own their leadership role, to apply their communication skills in a way that fosters cooperation, and to lead and motivate their subordinates and other stakeholders in a credible and influential way. The objectives of the Workshop are to:

* Discuss and align common understanding about what leadership is, and to remind leaders of the significance of continuous development in a leadership role.
* Create awareness about the importance of communication and about different challenges that we face and need to overcome in leadership roles.
* Discuss what drives motivation and engagement in the workplace and what is the role of leader in it.
* Learn about the role of a leader in times of changes and crises.

**Participation: The target audience is middle and senior level management working in any organization.** The maximum number of participants is limited to 20. This limitation has been determined in accordance with the applied Workshop organization and methodology. Individual participation quotas will be established via the Workshop Invitation Letter. Selection and nomination of participants should be based on the current or future duty-related criteria exclusively.

**Methodology:** This Workshop is going to be executed in cooperation with the Human Resources Development Consulting Company “FLAME Consulting d.o.o.”.

All three days will be highly interactive and will include both the theoretical part delivered through presentations and a practical part which will include syndicate work but also a lot of skills practice through problem solving activities as well as other practical tasks.

The working language will be English. **It is essential that the nominated participants have the required level of English language proficiency** in order to participate actively in the Workshop.

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