

CHANGE LEADERSHIP

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Leaders are those who value
their roots and seek to inspire
growth around them.

In theory and in practice, FDC

FUNDAÇÃO DOM CABRAL
FDC
DEVELOPING EXECUTIVES AND COMPANIES

Learn about Fundação Dom Cabral

One of the best business schools in the world according to the Financial Times executive education ranking.

Theory and practice working hand in hand, academic education together with business experience. That is how Fundação Dom Cabral has developed executives, public managers, entrepreneurs, companies and organizations from the most diverse sectors for over 35 years.

FDC offers the most innovative techniques available through domestic and international educational solutions that are supported by strategic alliances and cooperation agreements with renowned institutions in Europe, the USA, Canada, China, India, Russia and Latin America. These alliances and agreements allow it to access modern tools and to generate joint knowledge, such as exchanging experiences among participants, professors, organizations and other business schools.

Our philosophy – to work WITH our clients and not only for them - respects the identity of our client organizations, the peculiarity of the sectors they are inserted in and the dynamics of their markets.

Due to these and to innumerable other efforts, FDC has become an international reference that contributes to the sustainable development of society through education and skills building, and our Programs host about 30,000 executives every year.

All this high-value-added knowledge generated by FDC is strategically relevant to organizations and to society and can become sustainable and successful businesses for your company.



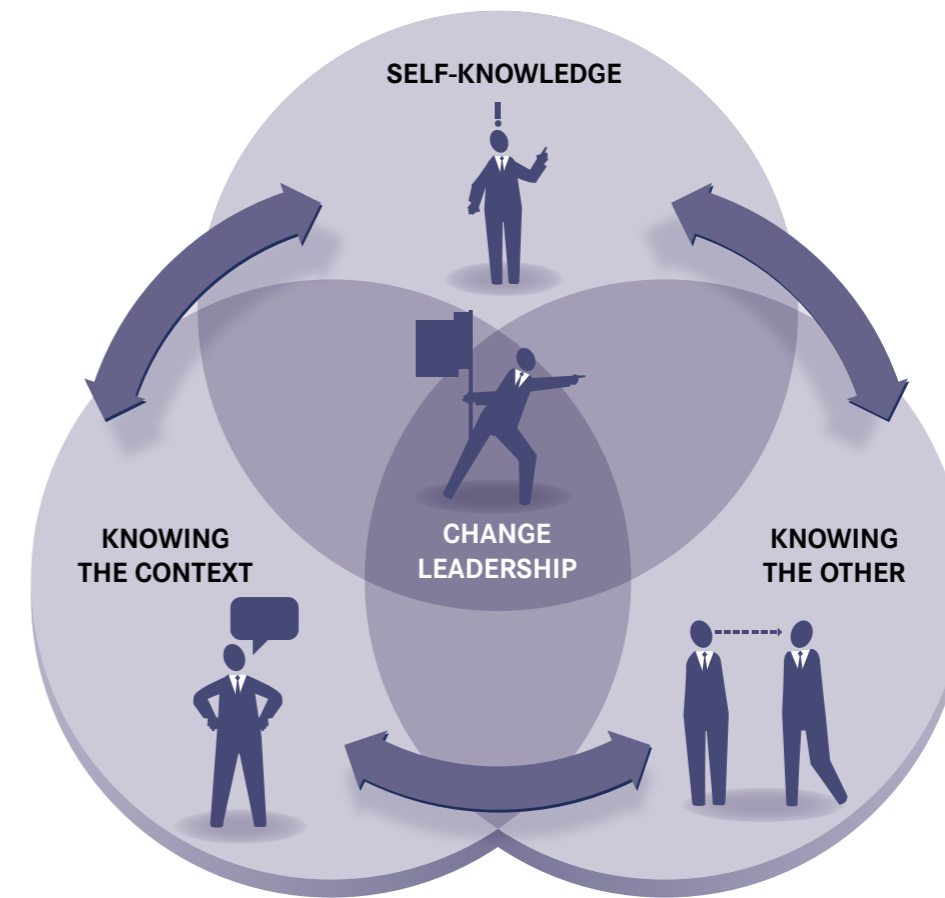
Aloysio Faria Campus

Change Leadership

Developing a leader's competence to work with high-performance teams.

Leadership is an exercise that demands self-knowledge and constantly enhanced skills and competencies. As they seek to extract the highest performance possible from a team within an environment of trust and cooperation, leaders need to understand how their leadership style interferes in the performance of both the team and the organization.

The program lays the foundation for executives to overcome the challenge they face when leading high-performance teams by introducing new leadership paradigms and how to apply them.



Who Should Attend

Executives and professionals who are being challenged by the responsibility of their roles as leaders.

Key benefits

- Self-knowledge.
- Learning about and gaining a better understanding of their own leadership style and of the impact of their actions on people, teams and the organization.
- Leading with greater confidence.
- Encouraging openness to accept diversity and to seek a climate of trust and adaptability vis-à-vis constant changes.

Content

Identifying the Type of Personality and its Impact on the Environment and on People

- Self-esteem and communication.
- An analysis of the psychological type.
- The impact of the psychological type on the leadership style.

Self-Leadership as a Key Development Factor for Leaders (MBTI Instrument)

- Commitment.
- Perception and values.
- Decision-making.
- Lifestyle.

Self-Development Planning

- Leadership practices.
- Leading through the other.
- The power and influence of leaders.
- Working with feelings.
- Leading the change.
- Using your creative leadership.
- Stepping up organizational dynamics: leadership roles.
- Self-development analyses, reflections and guidelines.

Change Leadership: a New Vision

- Understanding the business challenge.
- Creating a high-performance organizational environment.
- Developing high-performance teams.
- Acting on the peer and boss dimensions.

Integrated Healthcare Self-management

- Lecture and physical activities to develop participants' body awareness and improve their physical conditioning, thus preparing them to manage their own health.

2011 Technical Team

FDC professors

- Kedma Mano Nascimento
- Pedro Mandelli Filho
- Reivle Mano Nascimento

Lecturer

- Frederico Porto

Healthcare Self-management Monitor

- Geraldo Magela Mendonça da Silva – Bam

In theory and in practice, FDC

“An excellent opportunity to reflect and assess the way we act and lead in our different roles. The program melds theory and practice through many group discussions and rich testimonials from participants. I am sure the knowledge I have acquired has contributed to my personal and professional development. It is worth highlighting the excellent structure at the campus, the reception by all employees, and the excellent faculty, all of which make the program an even richer and pleasanter experience.”

Cristiane Delecrode Ribeiro
Planning Manager
Globo Comunicação e Participações

“Through the Change Leadership Program it was possible to promote self-knowledge that has certainly repositioned me in the way I think and act both within and without the corporate world. Rethink, review, act. The program made it possible for me to understand people and teams better overall, thus allowing me to gain a greater understanding of my position as a leader within the organization. Both the results and the climate within the team are changing. It is very gratifying to notice such changes so clearly after attending the program. To be able to listen to, and exchange ideas with, experienced professors and colleagues who know the market has made all the difference.”

Jefferson Ferreira Rocha
Commercial Manager
Ultragaz

“This program is a great opportunity for reflections and alignment vis-à-vis the challenge we face as leaders. It was extremely timely and helped me to leap ahead as regards not only understanding myself as a leader but also the ones I lead. After the program I was able to begin a multiplication plan with my team and from the very first month we managed to achieve positive reflexes as regards what I put in practice. I would like to highlight FDC's competence in receiving me and also the extremely capable professionals who taught the course. I recommend FDC and I will return.”

Marcelo da Gama e Silva
Regional Superintendent
Banco Santander

Upcoming Sessions / 2012 Venue

Group 1 – June 25-29, 2012

Group 2 – September 24-28, 2012

FDC, Aloysio Faria Campus, Nova Lima, MG.

Registration/Selection

Registration

Registration is subject to space available. To enroll for the Change Leadership program, candidates must fill in a registration form and send it to be analyzed by FDC. For further information please contact us through our site at www.fdc.org.br, our email at atendimento@fdc.org.br, or call + 55 31 3589 7300.

Selection process

FDC has established a judicious selection process to analyze registration forms. Its purpose is to set up groups whose diversity of experiences will allow companies and participants to find interlocutors for their exchanges and learning process. Should the Change Leadership program not be the most suitable program for either the company or the executive, FDC will suggest another solution.

Cancellations

Please consult the "General Conditions" described on the registration form for the program. It is available on the FDC portal: www.fdc.org.br

In theory and in practice, FDC

"Attending the Change Leadership Program has been very valuable to BNDES participants. The program speeds up our executives' education by showing them an indispensable approach to people management. FDC masterly melds leading edge knowledge with practical application - a characteristic that makes it unique in the Brazilian market as well as in the international one."

Paulo de Sá Campello Faveret Filho
HR Superintendent
BNDES

2011 Participating Companies

- Acesso Digital
- AngloGold Ashanti
- Banco Santander
- BMX – Vale Imagem
- BNDES
- BP Biofuels
- Brasilprev
- Braskem
- Cetrus Diagnóstico
- CIP – Câmara Interbancária de Pagamentos
- Cipalam – Indústria e Comércio de Laminados
- Clínica de Imagem Winston de Andrade
- CNAA – Companhia Nacional de Açúcar e Alcool
- Coceagro – Cooperativa Central Agroindustrial Noroeste
- DHB Componentes Automotivos
- Duke Energy
- Exergis Engenharia
- FGV – Fundação Getulio Vargas
- Globo Comunicações e Participações
- Ipiranga Produtos de Petróleo
- Lamas Engenharia e Arquitetura
- Lojas Renner
- Mais Diagnóstico
- Memphis Industrial
- Oi FM
- Organizações Globo
- Petrobras
- Petrobras – BR Distribuidora
- Petrobras – Serviços Compartilhados – RBC
- PRO Brasil Propaganda
- Profine do Brasil
- Rede Globo – Globo News
- Robert Bosch
- Sebrae – Minas Gerais
- Sesc – São Paulo
- TV Globo
- Ultragaz
- Usiminas

