

Effective Communication

The courses will start every day at 10h00. The ending time is between 15h00 and 16h00, also depending on the number of students. Often, there will be a homework assignment of between 1 and 2 hours to prepare for the next day.

Day 1 – Listening and needs in practice

On the first day you clarify your personal learning goals and what “effective communication” and leadership mean in your work and life, then practise listening beyond opinions and positions to recognise underlying feelings and needs in colleagues, team members, and yourself, exploring how to balance your own needs with those of others in real professional situations where you want to have more impact.

Day 2 – Patterns, triggers, and new choices

On day two you identify your recurring communication patterns and what tends to trigger you in challenging conversations and leadership moments, develop more mildness and compassion towards yourself and others when things get tense, and experiment with alternative ways of responding that create more connection, trust, and psychological safety in your environment.

Day 3 – Communicating in teams and groups

The third day focuses on teams and groups: you discover which roles feel natural to you in a team and how that affects your influence, practise adapting your style to people with different preferences, roles, and power positions, and learn to spot and avoid “false consensus” so that more voices and perspectives can be heard and you can help create more inclusive, collaborative decisions.

Day 4 – Honest conversations and vulnerability

On day four you practise speaking openly and honestly in a professional context without losing connection, experience how appropriate vulnerability can strengthen your leadership by building trust and psychological safety, and work with exercises that help you create deeper, more resilient connections with colleagues, clients, and peers—even when the stakes are high or views differ.

Day 5 – Working with complexity and integration

On the final day we leave deliberate open space to follow what has become most alive in the group, while taking a step back to look at communication and leadership in the context of complexity and uncertainty. You explore how the skills and perspectives from the previous days come together when there is no clear right answer, experiment with different ways of navigating ambiguity and tension, and reflect on how you want to keep developing your own communication and leadership practice beyond the course.