

OW Development Process

# Leadership and People Management

[WITH OW 180° ASSESSMENT OF MANAGEMENT QUALITY]



SEPTEMBER'24



DECEMBER'24

OW FORMAT LIVE VIRTUAL *SPLIT*

## What do you achieve with this OW Process?

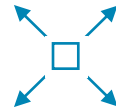
OW Cycle Executive Leadership and People Management ensures that professionals with positions that involve direct team management perform their duties more effectively and through the quality of professional behavior mobilize others. Ultimately, they can manage themselves to mobilize and influence better their teams.

Achieving conscious, participatory, motivating, demanding and transformative leadership, improving people management and leadership skills, communicating successfully in face-to face and in live-virtual mode, influence consciously at all levels and in all environments, apply change management, the relationship with the close and remote team, in summary, manage better all the real situations that leadership entails.

## Who is it aimed at?

Designed for **active DIRECTORS AND MANAGERS** at big, medium and small enterprise companies with **minimum of 2 years of experience managing people**, who wish to consolidate and improve visibly in the area of managing people who make up their teams.

## Who leads the OW Process?



**TOP-SENIOR expert professionals** with exclusive dedication, specially prepared to accurately handle the OW methodology, and transform our client organizations into more efficient, profitable and successful companies.

Titled with extensive academic and professional resumes, with a **minimum of 15 years of experience in management and sales areas**, in executive positions in national and international companies. Valid interlocutors at any level, from sales executives to CEOs of the most important companies, with a common value shared by all: open-minded and close people, who share their experience with others, achieving an environment of trust.

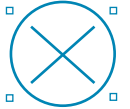


**CAROLINA CADAVID**· VICE PRESIDENT AND TOP SENIOR OW CONSULTANT

She has more than 25 years of professional experience in different management and commercial positions, starting her career as Relationship Manager at Citibank and ABN – AMRO Bank in Colombia and Venezuela, moved on as Project Manager at the World Bank, became Senior Consultant and Associate in different consulting firms such as Spencer Stuart Andean Region, was Area Director for the Private Sector at Transparency International - Colombian Chapter and General Director in Colombia for APD - “Asociación para el Progreso de la Dirección”, amongst other positions before arriving at Otto Walter as vice president and Top Senior Consultant in 2015. Carolina earned a double degree in International Studies and Political Science from the University of Tampa, FL (USA)



## What do the participants say when they carry out the OW Process?



“Otto Walter makes us aware of how to apply small concepts to achieve big and positive changes both in my role as a boss, colleague, client, supplier, collaborator, even wife, mother and daughter.”

**R. B. ATENTO Colombia**

“I sincerely recommend it, because without a doubt, you will experience a simply different learning process, which will provide you with tools to achieve permanent and positive progress in your leadership role.”

**H. J. F. SIEMENS**

“It has given me a new vision of all my beliefs regarding management and leadership, through using very simple tools and a masterful combination of concepts and practice that makes the ideas penetrate until they have become my own.”

**D.O. UNISONO BUSINESS SOLUTIONS**

“Excellent program for all the used tools and the dynamics. It should be attended by all my company managers.”

**C.A. SEGUROS MONTERREY NEW YORK LIFE**

“I want to recommend that you approach Otto Walter to improve your leadership styles, perfect conscious work practices and enhance feedback to your teams, increasing your commitment to the company and indirectly improving the best work environment which contributes to achievement of the objectives.”

**C.A.B.. SANTANDER CONSUMER FINANCE COLOMBIA**

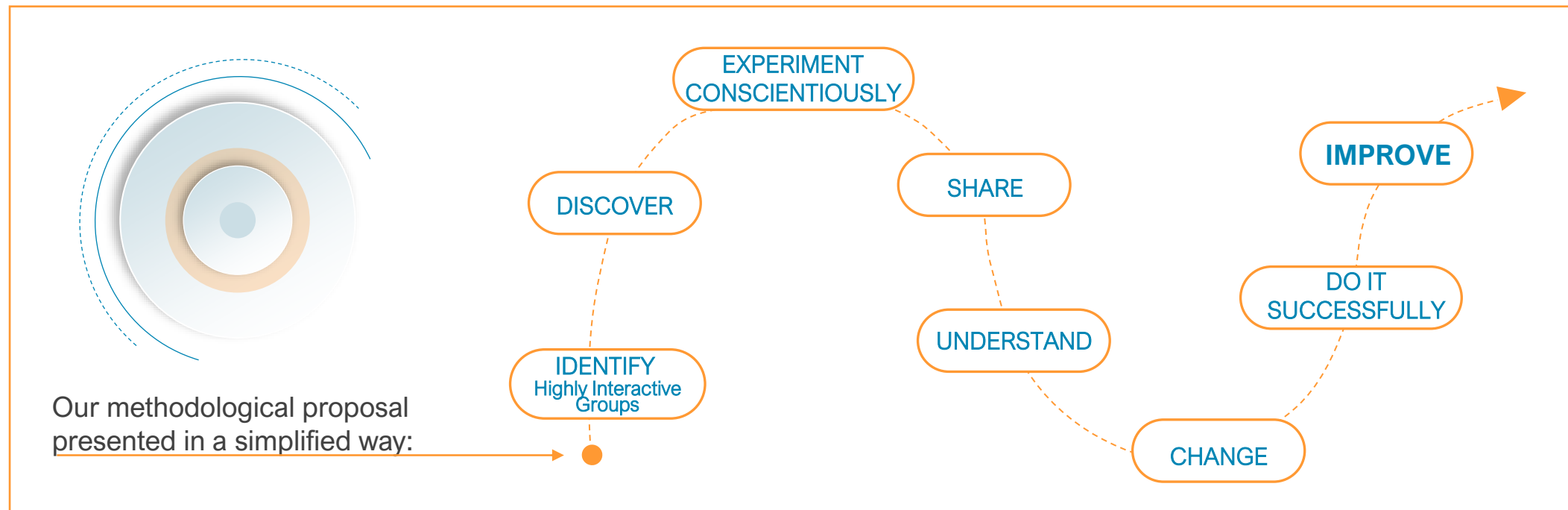
“A great growth in experience, change and professional conscious evolution. Essential for all of us who lead teams.”

**M. F. M. EXXON MOBIL**

# Otto Walter Methodology [ ]

If something defines the Otto Walter Method, it is its **PRACTICAL VISION**. It avoids conceptual theory, giving absolute priority to everything that is applicable to day-to-day life, concrete, clear and simple tools and concepts that can be transformed into **more efficiency, harmony, motivation and better results**.

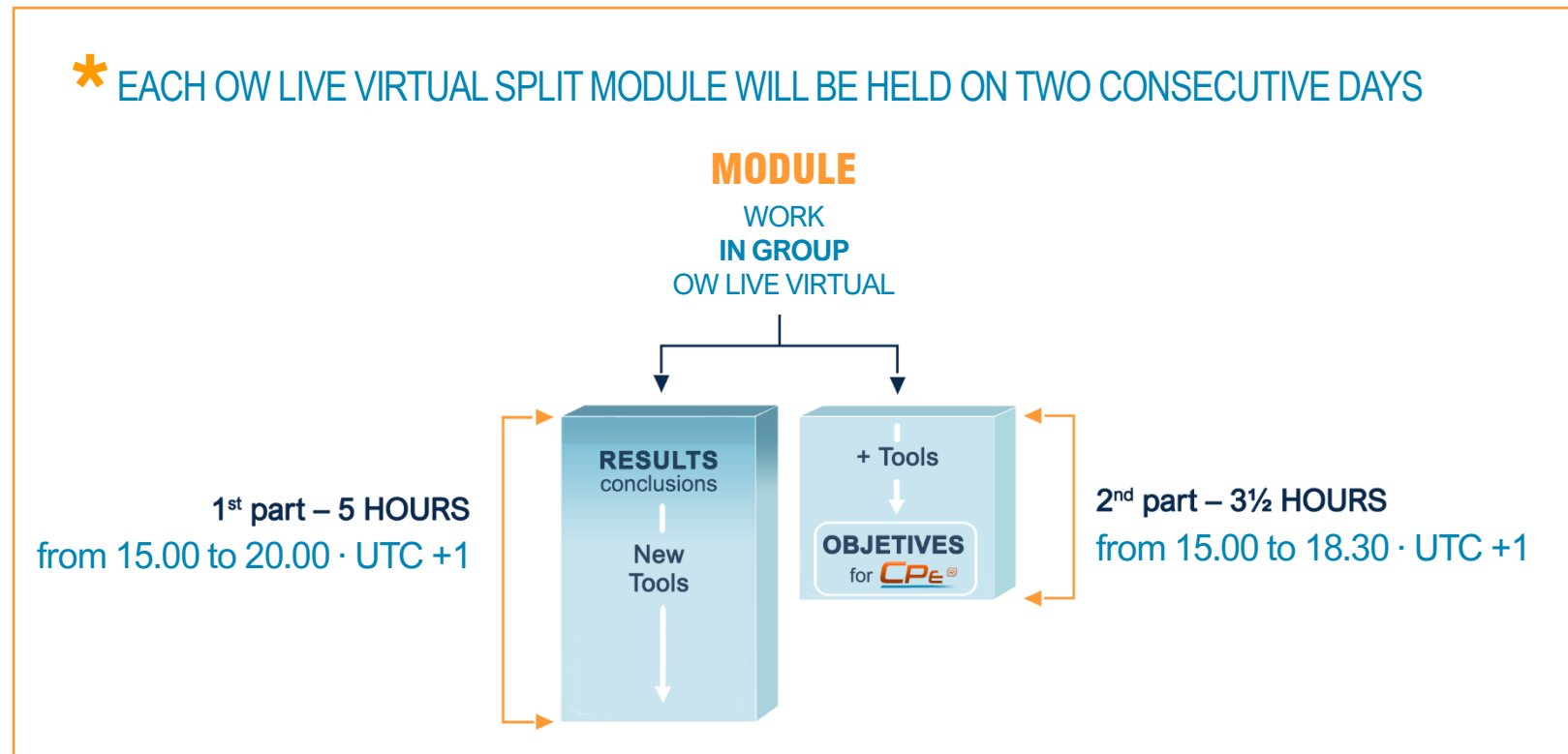
The methodology that will be applied in the **OW Development Process of Leadership and People Management** facilitates the implementation and real development of behaviors and the acquisition of new habits, becoming more aware of the behaviors which play role in everyday life, see new ways to apply them, visualize and understand with astonishing clarity when they work and when they don't, even when they harm, which ones combine best with others and which ones poorly mix.



# OW Development Process of Leadership and People Management

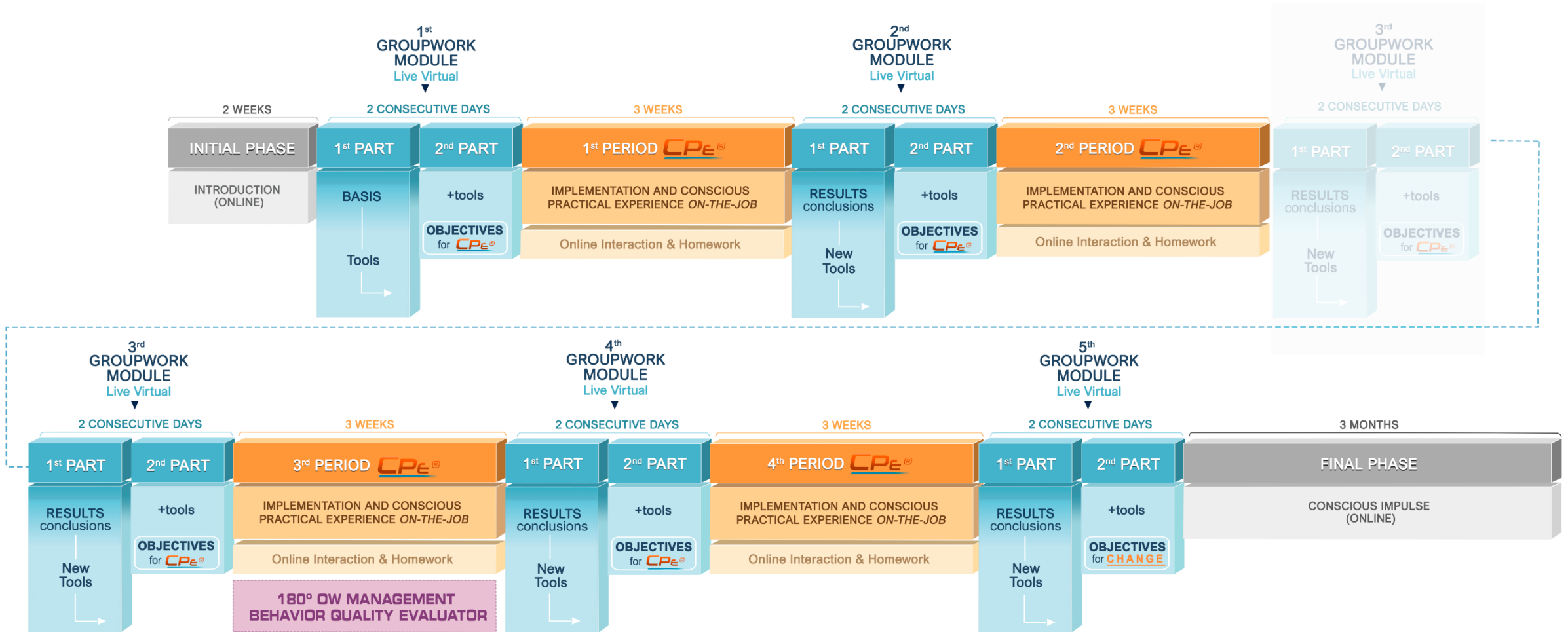
The Process will be run for **6 months of authentic development** in the daily reality of each manager, making a complete tour of ALL THE POSSIBLE SITUATIONS THAT ARE EXPERIENCED IN THE PEOPLE MANAGEMENT.

It consists of 3 months of development phase with **5 Live Virtual SPLIT modules \*** in two consecutive group work sessions with OW Dynamics. The modules are separated from one another by 3 weeks intervals of **Conscious Practical Experience CPE®**, in which each professional applies immediately in their daily life, in their position and real work environment what was discussed in the work sessions. After the last group session, the process is complemented by a **subsequent 3 months phase of reinforcement of the conscious impulse** through la App OW Toolbox.





# Graphic OW Development Process Sequence



**3 + 3 MONTHS OF DEVELOPMENT**

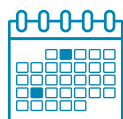
with 5 MODULES of WORK in GROUP LIVE VIRTUAL with HIGH INTERACTION

# Essential characteristics of the Otto Walter Process



## 3 +3 DEVELOPMENT MONTHS

A profound evolution and transformation of professional behavior with a measured experiential process of continuous conscious improvement.



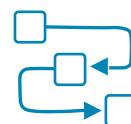
### 5 SPLIT MODULES of GROUP WORK

Each developed in 2 consecutive days of 5 and 3.5 hours respectively.



### HIGH INTERACTIVE GROUPS

The optimal number in each group is a maximum of 12 participants.



### 4 PERIODS CPE®

Application ON THE JOB of what was developed in each module.



### 180° OW MANAGEMENT QUALITY ASSESSMENT

ONLINE tool for anonymous measurement of the Quality of the Management Behaviors, from each team to their manager.

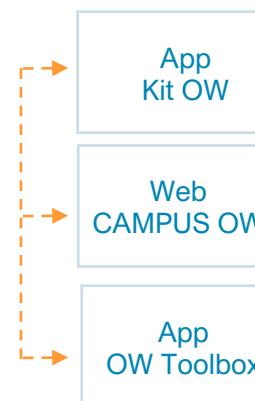


### TOP-SENIOR PROFESSIONALS

The OW Program Directors have experience in areas of management and sales, certified by OW International as experts in the Methodology.



### EXCLUSIVE COMBINATION of Otto Walter DIGITAL ELEMENTS



Working documentation for the Conscious Practical Experience® between modules.

Contact with participants through the ONLINE platform to achieve each phase.

Tools and audiovisual pills of the OW Process for daily professional practice in the Conscious Impulse phase.








# Live Virtual Module : OW Dynamics

OTTO WALTER has developed a methodology for carrying out the HIGH INTERACTION LIVE-VIRTUAL OW Processes with the same **experiential intensity as with the in-person face-to-face format**, a validated, proven and successful methodology that has already been applied with great customer satisfaction in the various countries where OW operates.

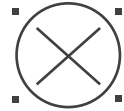
The OW Live Virtual Process possesses **all the schedule strictness and participation as the groups in a physical classroom**, running each session live and direct by an expert Top-senior OW Consultant in reduced groups (maximum of 12 participants). It is not about “On-line” training, or Webinars, but rather a real experiential experience shared and directed with the powerful OW Method.

## How is it performed?

Through a **SYNCHRONIZED COMBINATION OF DIGITAL TOOLS DEVELOPED BY OW:**

-  **Own channel on WEBEX MEETINGS platform:** for simultaneous live connection of all participants and the Top-Senior OW consultant.
-  **Web CAMPUS OW:** for setting and reminding participants individual objectives, evaluation of the session, tutoring, information on homework, prior preparation of each day and management of attendance and incidents.
-  **App Kit OW:** to provide documentation and guides at the moment, live, in digital format during the session via a mobile phone.
-  **App OW Toolbox:** each participant will have access to all the tools of the OW Cycle to put them into practice in their day-to-day professional life and reinforce awareness and constant effective improvement of the behaviors worked during the Cycle, and they will receive for 3 months short videos to reinforce "Conscious Impulse" of change and improvement.
-  **180° OW MANAGEMENT BEHAVIOR QUALITY ASSESSMENT:** At the right time, all collaborators will anonymously measure the quality of the Management Behaviors of the managers participating in the Cycle. The tool provides valuable information helping to continue developing everything that has been experienced and keep conscious, established and mastered professional behaviors as a People Manager.

# Contents of the OW Process



In the execution, topics such as the Basic Principles of Leadership, communication, commanding, delegating, influencing, controlling, correcting, encouraging, meetings, etc. will be discussed. The key is HOW all these topics are covered, how the director of the Process makes each participant live the experiences and consciously reflect on capabilities of making us really CHANGE for the better in our way of directing..

## 6 MONTHS OF TRANSFORMATION



### PRELIMINARY ONLINE PHASE

Create awareness towards change, advance preparation for the first module, development of motivation to get involved in the OW Process experience, introduction to the OW method.

### 1<sup>st</sup> MODULE + EPC® PERIOD (PHASE 1)

The foundations are established and the first practical tools for direction, management and development of teams and people are presented and worked on, the factors determining consistent leadership behavior, the conscious influence control and its criteria for management as well as effective communication.

### 2<sup>nd</sup> MODULE + EPC® PERIOD (PHASE 2)

It deepens and incorporates the tools of communication, day-to-day creativity and the relationship to improve the professional evolution between boss and collaborator, from the basic office conversation with the collaborator to the conversation of development.

### 3<sup>rd</sup> MODULE + EPC® PERIOD (PHASE 3)

Here, everything seen in the previous two stages takes shape and acquires a new dimension by aligning with the Basic Principles of the Leader. Attendees develop a greater capacity to achieve objectives with the active participation of collaborators. With this new approach, more complex, higher-level situations such as: communicating decisions, the control and monitoring function, upward influence and recognition, will evolve.

### 4<sup>th</sup> MODULE + EPC® PERIOD (PHASE 4)

With the aspects developed in the previous stages, the management and direction of different types of meetings with collaborators and teams are addressed. It deepens into the control and monitoring of objectives, and the improvement and correction of deficiencies. A profound change in behavior occurs, because everything that has been seen, experienced and put into practice until now evolves into a new global concept of managerial behavior that gives meaning to all the individual tools discussed so far, obtaining a significant gain in efficiency and leadership.

### 5<sup>th</sup> MODULE + EPC® PERIOD (PHASE 5)

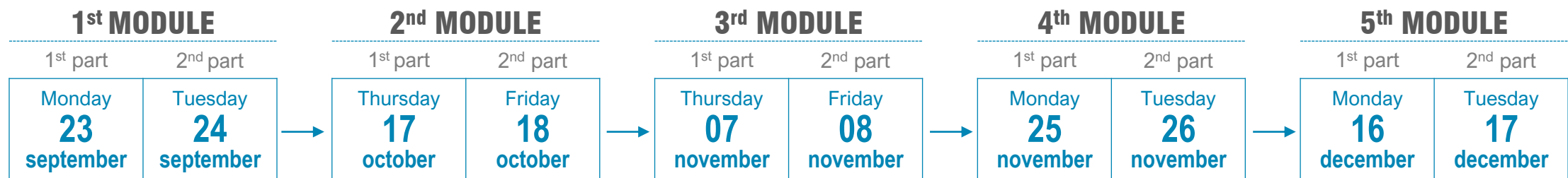
This last stage integrates the behaviors developed in the previous stages: change as a basis for improvement, the team vision and the positive evolution of the results of the teams and the company by working with a global vision. It involves the consolidation of the progress experienced during the various stages EPC®, the participants being the agents of change, now capable of facing with guarantees success in management and people's management of all areas and situations. In this session they determine their commitments to change that they will keep active during the following months.

### FINAL PHASE 3 MONTHS OF CONSCIOUS IMPULSE

Participants will receive every 3 weeks for the next 3 months Conscious Impulse mini-videos to maintain conscious awareness of the application of the changes, improvements and tools worked on during the OW Cycle through the App OW Toolbox.

## Practical Information: OW DEVELOPMENT PROCESS OF LEADERSHIP AND PEOPLE MANAGEMENT

### DATES OF THE LIVE VIRTUAL GROUP WORK SESSIONS



SCHEDULE for **AMERICA AREA**  
(**UTC -4** Washington, La Habana, Caracas):

1<sup>st</sup> part: 09.00h to 14.00h  
2<sup>nd</sup> part: 09.00h to 12.30h

SCHEDULE for **EUROPE AREA**  
(**UTC +2** Madrid, Paris, Berlin):

1<sup>st</sup> part: 15.00h to 20.00h  
2<sup>nd</sup> part: 15.00h to 18.30h

**Includes:** 3 months of work sessions led by a Top-senior OW Consultant; interaction through OW CAMPUS, App Kit OW, OW 180° Management Behavior Quality Assessment, books, on-line pre-cycle process, on-line tutoring, 3 months of the Conscious Impulse maintenance final phase through the App OW Toolbox

**Duration:** 6 months of development with 5 group work modules separated by EPC® periods and each developed in 2 consecutive days of 5 and 3.5 hours respectively.



# Contact

**OTTO WALTER**  
INTERNATIONAL

[abiertosow@ottowalter.com](mailto:abiertosow@ottowalter.com)  
[www.ottowalter.com](http://www.ottowalter.com)

[Here](#) you can see testimonials from participants of the Otto Walter Programs

The most recommended Method for professional management and sale force improvement in 22 countries

EUROPA · AMERICA