

OW *Executive* Program

Leadership and People Management

[WITH OW 180° MANAGEMENT QUALITY EVALUATOR]



APRIL'25



JULY'25

OW FORMAT LIVE VIRTUAL *SPLIT*

What do you achieve with this OW Process?

The OW *Executive* Leadership and People Management Cycle ensures that professionals with experience in management positions that **involve direct team management** perform their duties more effectively with excellent quality of professional behavior in order to mobilize others towards common objectives and goals. Ultimately, they change to manage themselves in order to influence and mobilize better their teams.

You achieve a conscious leadership style, by engaging in a more participatory, motivating, demanding and transformative managerial style, improving people management and leadership skills, communicating successfully both in person and in virtual scenarios, influence consciously at all levels and in all environments, apply change management, improve the relationship with all members of the team, in summary, manage better all the real situations that leadership requires.

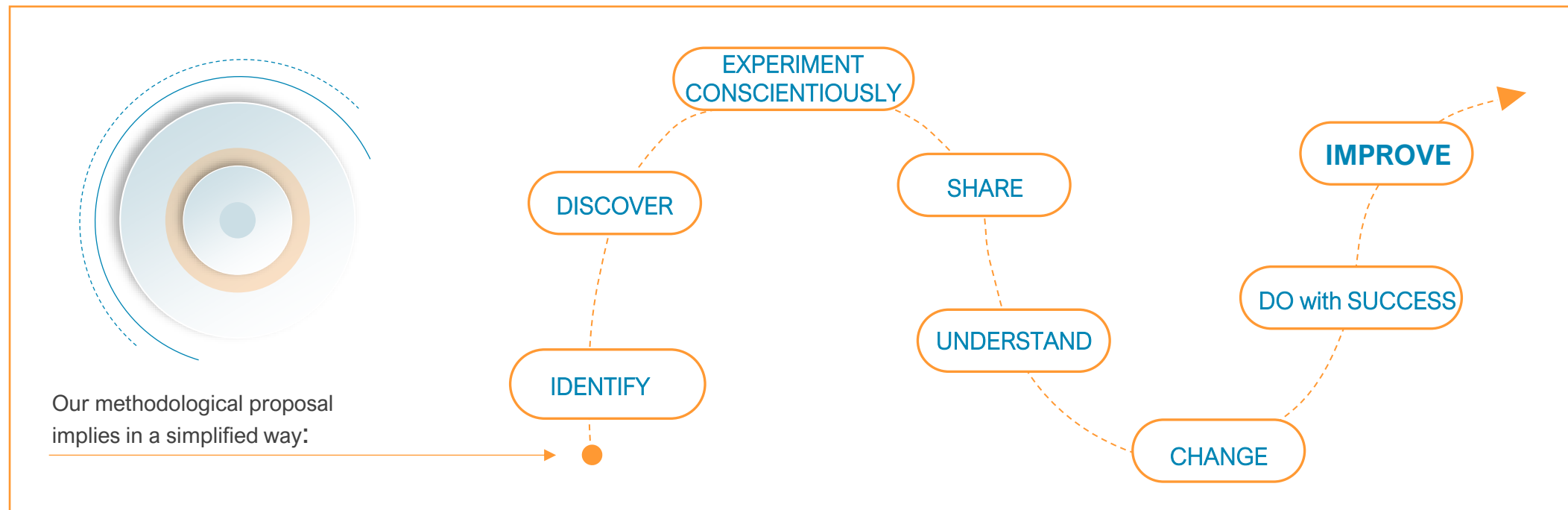
Who is it aimed at?

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

Otto Walter Methodology []

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

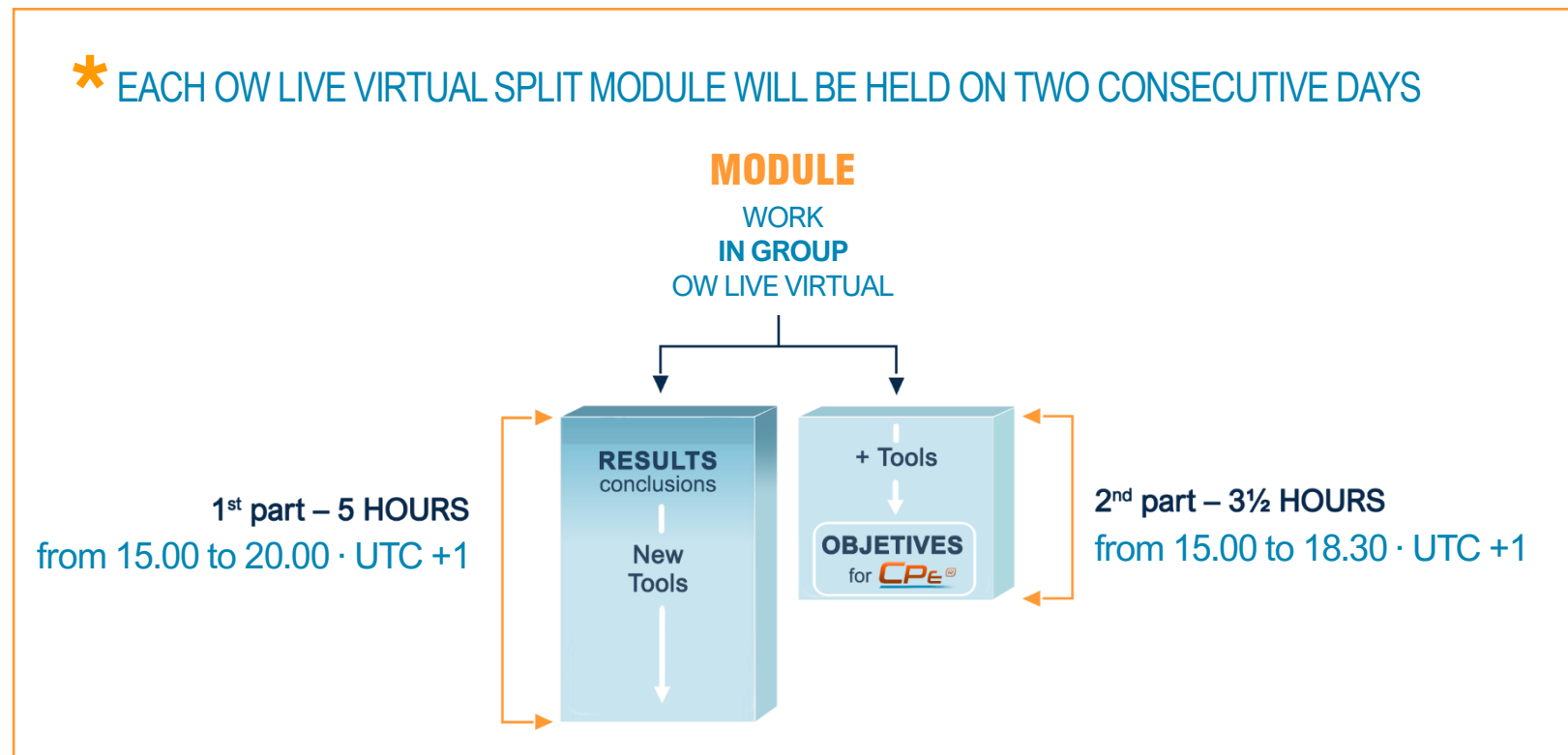
The methodology that will be applied in the **OW Development Process of Leadership and People Management** facilitates the implementation and real development of behaviors and the acquisition of new habits, becoming more aware of the behaviors which play role in everyday life, see new ways to apply them, 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.



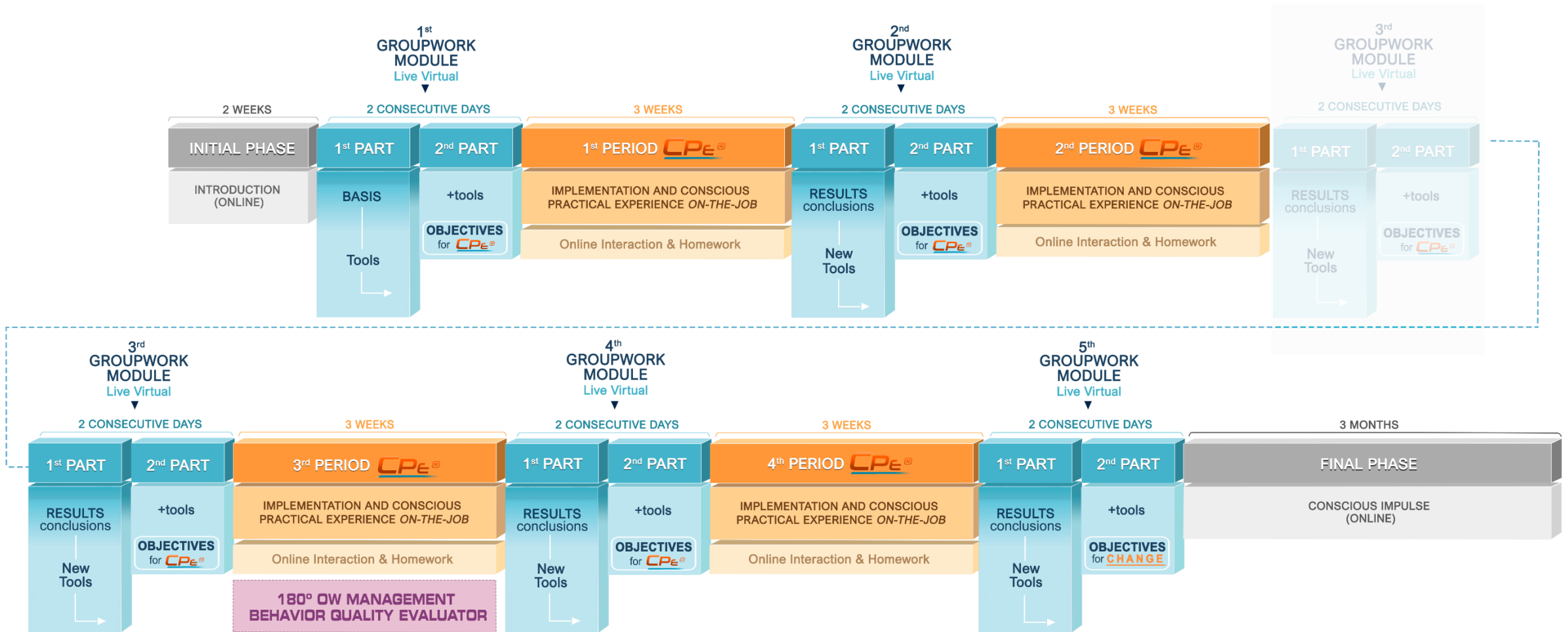
OW Development Process of Leadership and People Management

The Process will be run for **5 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 2 months phase of reinforcement of the conscious impulse** through la App OW Toolbox.



Graphic OW Development Process Sequence



3 + 2 MONTHS OF DEVELOPMENT

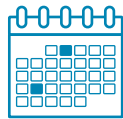
with 5 MODULES of WORK in GROUP LIVE VIRTUAL with HIGH INTERACTION

Essential characteristics of the Otto Walter Program



3 + 2 DEVELOPMENT MONTHS

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



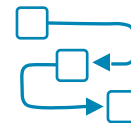
5 IN-PERSON GROUP WORKDAYS

Intense and measured 8-hours of in-person group work sessions.



HIGH INTERACTIVE GROUPS

The optimal number in each group is a maximum of 11 participants.



4 CPE® PERIODS

ON THE JOB application of what was developed in each module with high organizational impact.



180° OW MANAGEMENT QUALITY EVALUATOR

ON-LINE tool for anonymous measurement of Management Behaviors Quality, from each team member to their manager.



TOP-SENIOR PROFESSIONALS

The OW Program Directors are professionals with extensive experience in management and sales, certified as experts in the OW Methodology.



OW CAMPUS INTERACTION

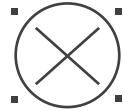
Contact with the participants through an ONLINE platform to carry out and support each phase.



APP OW TOOLBOX

The OW Program Tools for daily professional practice in the Conscious Impulse phase.

Contents of the OW Program



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

5 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.

1st MODULE + CPE® 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.

2nd MODULE + CPE® 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 alignment conversation.

3rd MODULE + CPE® 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, follow up and control and monitoring function, upward influence and recognition, will evolve.

4th MODULE + CPE® 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.

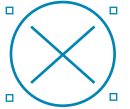
5th MODULE + CPE® PERIOD (PHASE 5)

This last phase integrates the behaviors developed in the previous phases: 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 CPE®, 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 2 MONTHS OF CONSCIOUS IMPULSE

Participants will receive every 3 weeks for the next 2 months Conscious Impulse mini-videos to maintain conscious awareness of the application of the changes, improvements and tools worked on during the OW Cycle.

What do the participants say about the OW Development Process?



“Effective, managerial or commercial behavior is not something that arises spontaneously or naturally when one occupies a management or sales position.. It requires a precise reordering of behaviors, criteria and ways of doing things and a series of specific behavioral tools needs to be used. With OW I achieved just that”.

J. J. HI REAL ESTATE

“This training cycle positively surprised and inspired me. It really understands management problems perfectly, focus on practical aspects and effectively inspire participants to change their habits.

If you want to change the work culture in your company, if you want to have a more motivated team and eliminate bad habits, invite Otto Walter to cooperate”.

W.P. SANTANDER CONSUMER FINANCE

“Otto Walter has more than earned my recommendation for his excellent work in the Development Cycle. They have the ability to condense a multitude of concepts about team management (leadership, communication, motivation, conflict management,...) in a practical, easy way and above all, it manages to transfer the basic principles of leadership to everyday life, which allows you to lead well today and to be better tomorrow. I certainly come out as a different person, much more aware of what it means to manage teams, both in professional and personal life. Invest in this program and you will get a return from the first moment.!”

R. M. R. CAIXABANK

“I was very skeptical having “suffered” numerous courses, but the OW program has really made me progress. The apparent simplicity of the program is deceptive. With simple tools I am managing to make great levers”.

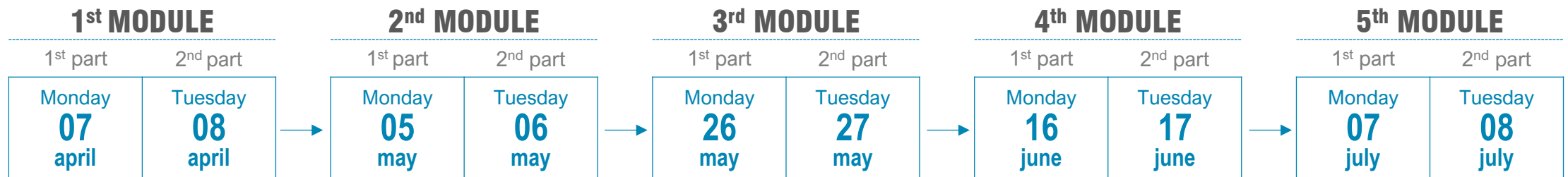
F. V. MELIÁ HOTELS

“I firmly believed that one could not change the way of leading a team.... and boy, yes, it is possible! I recommend this program to each and every person who manages people. I insist, we think that we do well and lead well but it is not so, there is a room for improvement and after what I have seen, a lot. Probably many of you think: "another course more"..."I don't have time for this"... "at my age what will they teach me about how to do things"...etc. I encourage all of you to try to change. The program is simply spectacular, pleasant, entertaining, fun and effective”.

A.L FAIN ASCENSORES

Practical Information: OW EXECUTIVE LEADERSHIP AND PEOPLE MANAGEMENT PROGRAM

DATES OF THE LIVE VIRTUAL GROUP WORK SESSIONS



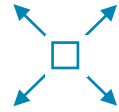
SCHEDULE for **EUROPE AREA**
(UTC +2 Madrid, Paris, Berlin):

1st part: 15.00h to 20.00h
2nd 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, 2 months of the Conscious Impulse maintenance final phase through the App OW Toolbox

Duration: 5 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.

How to register?



INSCRIPTION

STEP 1

RESERVE A PARTICIPATION

in the OW Program by sending an email to
abiertosow@ottowalter.com

Please, indicate the following reference:

**[Cycle Ref. : 2025 - PDP Live Virtual Split en inglés–
07 Abril]**

Limited places:

maximum 12 participants per group.
Place reservation by strict registration order.

STEP 2

Upon receipt of participant and company details, an invoice will be issued. **Registration will be considered as final when payment of the attendance fee has been received, always at least 20 days before the start** by making a bank transfer in favor of OTTO WALTER:

CAJA DE INGENIEROS:

Nº de Cuenta: **ES16 3025 0006 2914 3321 7001**

CANCELATIONS

With a period of less than 10 days from the beginning of the Process, 50% of the total amount will be retained.
If the cancellation occurs with less than 48 hours, the retention will be 100%.



Contact

OTTO WALTER
INTERNATIONAL

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+34 91 547 83 00

www.ottowalter.com

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

+30
AÑOS

+40.000
PROFESIONALES
TRANSFORMADOS

EN
29
PAÍSES 

★★★★★
VALORACIÓN
MEDIA **9,3**