

*The management team leads the company's business. Its primary task is to ensure that the company operates in accordance with the strategy and the goals set are achieved.*



## Management Team Development

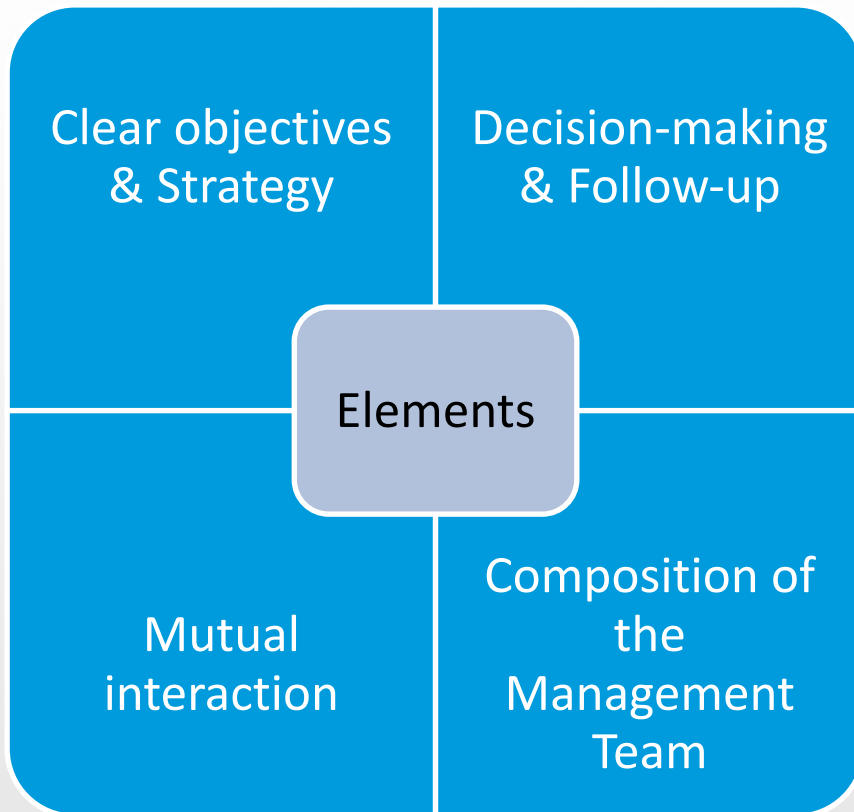
**The starting point for the development of the Management Team is to identify its core tasks.**

The Management Team makes decisions. Making decisions requires leaders to have high expertise and open interaction.

The Management Team must act effectively and responsibly, ensuring that decisions and actions point to the same direction.

A well-functioning Management Team utilizes the diversity and versatile expertise of its members.

## The Elements of Management Team's work



## The goal is a well-functioning Management Team

**The development needs of the Management Teams vary, and therefore the development actions need to be tailored.**

- The starting point may be to implement a new strategy or to lead to change.
- Justification can be the development of communication and mutual interaction.
- The need may arise when the team's composition changes and the common operating model is improved.

**The growth of leadership competence requirements is common to various Management Teams.**

- Management work must be done in a rapidly changing operating environment.
- The emphasis lies on change, strategic ability and good interaction skills.

## Profos as a developer of Management Team

**Profos makes use of coaching and facilitation methods for the development of Management Team.**

We strive to fully utilize the Management Team's own resources and provide models in which the Management Team undergoes permanent changes in its operations.

### **Profos development methods include:**

- Coaching
- Training
- Workshop
- Facilitation
- Interviews with management
- Leadership assessment methods

## Responsible coach of the Management Team

**Contact the Managing Director of Profos, Harri Hämäläinen, on the development issues of the Management Team.**

Ask for a quote – we will tailor the coaching or training that suits your Management Team's needs.



- **Coaching for Management Team**
- **Executive Coaching**
- **Leadership Assessment**

Harri Hämäläinen  
Managing Partner  
tel. +358 44 3200 233