

Our Leadership Development Programs



DUMAN
MANAGEMENT & CONSULTANCY

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Who We Are

DUMAN Management Consultancy is at the forefront of **leadership development** and **performance improvement** for individuals and organizations. As the founder of the company, Yiğit Oğuz Duman's future and history are both based on his activity-based experience and being a thought-leader in the fields of human resources management, corporate governance, leadership development, change management, cultural transformation and business sustainability.

Each of our team members responsible for **search & selection**, **outplacement**, **organizational development consultancy** and **organizational transformation consultancy** has, in average, 10+ years of business leadership experience in Human Resources, Marketing, Sales and Corporate Governance fields.

DUMAN Management Consultancy is committed to people and business, together. We believe that good business and good people can be the “good” solution for success; but the “ExtraOrdinary” version is “Good People for The Business Need”. We, as a team, are highly dedicated to this “ExtraOrdinary Combination”.

DUMAN's Approach to Leadership Development

DUMAN works on determining the leaders of critical value for the business, their recruitment, development and retention.

Leadership development programs must be tailored according to business needs, current competencies and the strategic priorities of the company. DUMAN insists on delivering ExtraOrdinary Leadership Development Programs, which are all differentiated according to these business needs and the level of expertise.

Principles for effective leadership development

Leadership is not only a tool for effective management but also the guarantee for personal development and satisfaction. Also, development programs are not only training activities but a scheduled process in order to secure its effectiveness. To set up a real-life and effective development program, we focus on;

- Identifying the organizational need
- Assessing the personal competencies
- Creating and following up the personal development program with 1-to-1 or group coaching



Some Insight about Our Leadership Development Approach...

Good does not equal great—
and your organization needs
you to be great.



Some Insight about Our Leadership Development Approach...

You don't have to be perfect
to be an extraordinary leader.



Some Insight about Our Leadership Development Approach...

ExtraOrdinary Leaders focus
on further improvement of
strengths for development.



About DUMAN Leadership Competencies

Leadership development requires behavioral change. Within this scope, competencies are the most important tools to work.

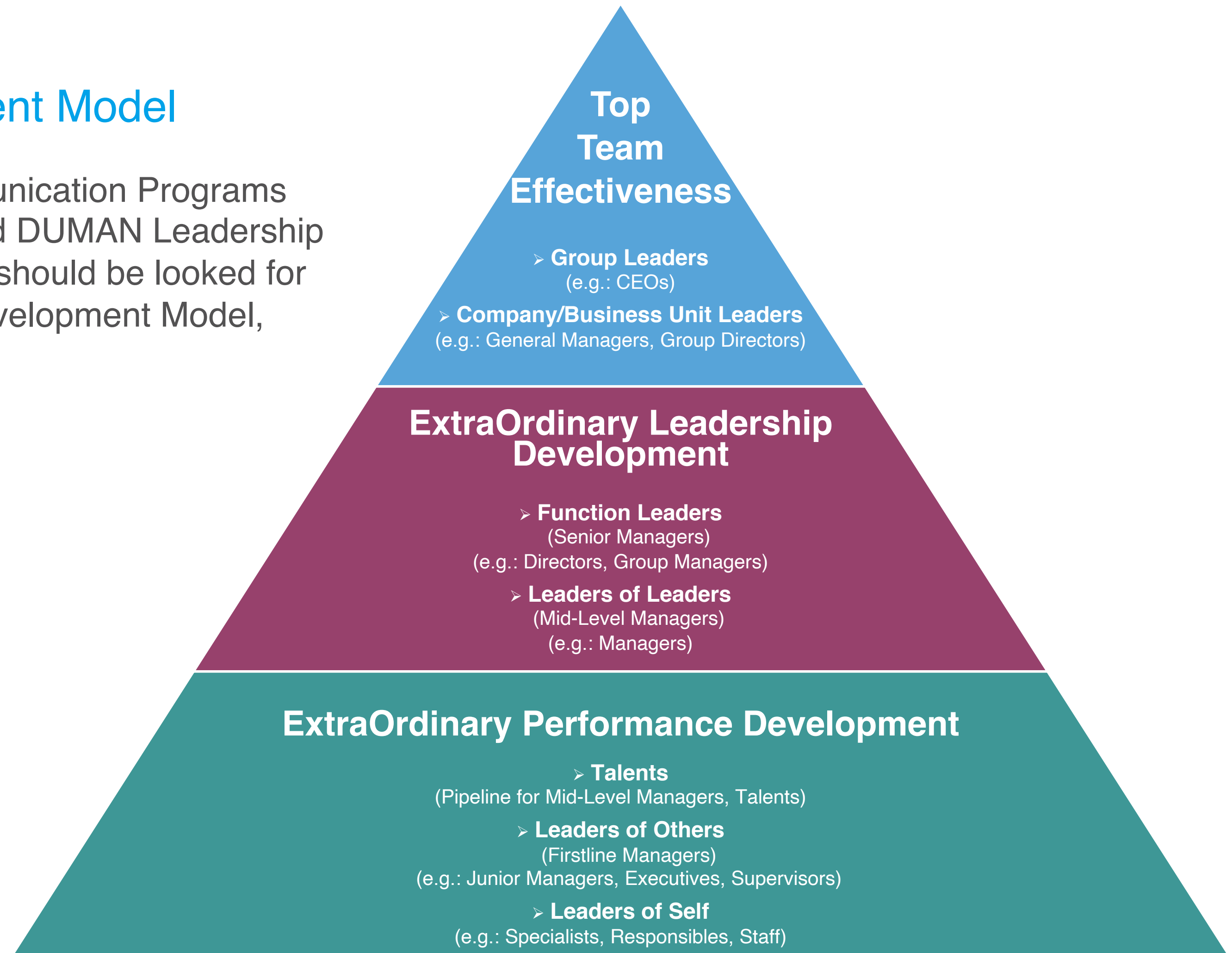
DUMAN, follows an assessment and development method where 15 critical leadership competencies are defined.



DUMAN Leadership Competencies are thoroughly explained by competency sub-indicators and listed behaviors defining the competencies.

Our Leadership Development Model

Our Leadership & Effective Communication Programs are designed to develop the related DUMAN Leadership Competencies, which, we believe, should be looked for at each level of our Leadership Development Model, respectively.



General Information about the Structure of our Leadership Development Programs



Design:

For each of our programs, we have a suggested pre-design in line with our leadership approach and leadership competencies. The final design of our programs are structured based on the results of various studies that we run to determine the actual needs of the organization/teams/individuals.

During the design phase, together with the needs, resources are also considered while determining the modular structures and timelines of the programs.



Participants:

The suggested number of participants in a group might vary depending on the needs and methods used to increase the effectiveness of the program to the highest level.

For example, while a group of 15 participants are planned for a training, a group of only 8 participants might be included in a team coaching session.

The aim is to create the structure which will support the targeted output in the best way.



Methods:

Workshops, 1-to-1 Meetings, 360-Degree Leadership Assessments, Assessment & Development Centers, Team Effectiveness Measurement Tools, 1-to-1 and Team Coaching Sessions, Facilitations, Training



Platforms:

Face-to-Face and/or Online



Duration of the programs are determined depending on their structure.

You can contact us to get more information about our programs and to talk about different designs for leadership development.

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