SACKNER

FOUNDING COHORT 2027

THE NORDIC LEADERSHIP PROGRAMME

Based on The Nordic Leadership Spiral

DEVELOP YOURSELF. EMPOWER OTHERS. BUILD STRONGER ORGANIZATIONS.



LEADERSHIP IS NOT WHAT YOU KNOW.
IT IS WHAT YOU DO.

Leadership development should make a difference in everyday working life. Yet many leaders return from courses with new ideas but little lasting change. The Nordic Leadership Programme focuses on turning insight into behavior.

Built on more than 20 years of international leadership experience and the book *The Nordic Leadership Spiral*, the programme combines research informed perspectives with practical leadership challenges.

You explore how communication, psychological safety, relationships, recognition, ownership, purpose and empowerment shape culture and performance, and how technology, artificial intelligence and changing expectations are transforming leadership.

The goal is not simply to become more knowledgeable. It is to become a more conscious, confident and effective leader.

CORE MESSAGE

PEOPLE DRIVE PERFORMANCE.

Stronger culture. Happier people. Better results.

PROGRAMME HIGHLIGHTS

01 January to February 2027: digital introduction and preparation

02 March to May 2027: three residential modules

03 Six in-person learning days

04 Personal leadership assessment

05 International learning environment

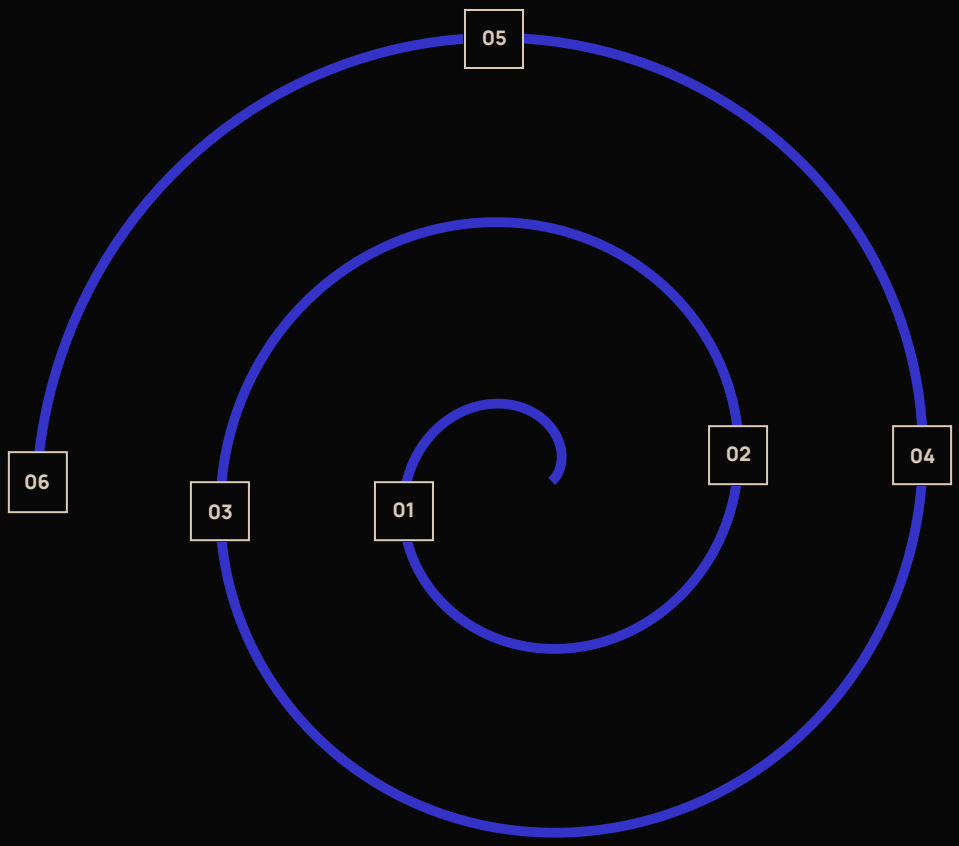
06 Leadership certification

07 Nordic professional network



SIX DIMENSIONS.
ONE CONNECTED JOURNEY.

The Nordic Leadership Spiral is the foundation of the programme. Leadership develops through six interconnected dimensions, each building on the one before and feeding the next. It is a continuous movement, not a checklist.



01 **PSYCHOLOGICAL SAFETY · I DARE**
People feel safe to speak openly, contribute ideas, challenge decisions and learn from mistakes.

02 **RELATIONSHIPS · I BELONG**
Building trust, connection and meaningful professional relationships.

03 **RECOGNITION · I GROW**
Appreciation, feedback and recognition that support motivation, confidence and development.

04 **OWNERSHIP · I TAKE RESPONSIBILITY**
Developing accountability, initiative and shared responsibility.

05 **PURPOSE · I SERVE SOMETHING BIGGER**
Connecting individual contributions with meaningful organizational goals.

06 **EMPOWERMENT · I LIFT OTHERS**
Helping others grow through trust, autonomy, responsibility and support.

LEAD WITH CLARITY.
BUILD STRONGER TEAMS.

Three modules. Six days. One leadership journey. Develop your leadership, strengthen your team and turn insight into action, with practical learning you apply between modules.

JANUARY TO FEBRUARY 2027

DIGITAL INTRODUCTION AND PREPARATION

Online sessions and personal preparation

Digital introduction sessions · individual leadership assessment · personal reflection · identifying your leadership challenges · the programme methodology · first contact with fellow participants

OUTCOME You establish your individual learning objectives.

MODULE 01 · MARCH 2027

LEADING YOURSELF

Two residential learning days

Self awareness and personal leadership · leadership communication · emotional intelligence · behavioral preferences and DiSC · psychological safety · personal values · positive psychology · leadership under pressure · development planning

OUTCOME A clearer understanding of your leadership behavior, and a personal development plan.

MODULE 02 · APRIL 2027

LEADING OTHERS

Two residential learning days

Building trust and relationships · recognition and motivation · empowerment · ownership and accountability · team dynamics · feedback and difficult conversations · human behavior under pressure · psychological safety in teams · developing others

OUTCOME A stronger ability to develop people, build trust and create teams with greater ownership and engagement.

MODULE 03 · MAY 2027

LEADING ORGANIZATIONS AND THE FUTURE

Two residential learning days · certification

Organizational culture · purpose and strategic direction · leading change · artificial intelligence and leadership · emerging technologies · decision making under uncertainty · business transformation · sustainable human performance · leadership accountability

OUTCOME A practical plan for applying your learning to create meaningful change in your organization.

BETWEEN THE MODULES

Between modules, you spend a few hours working with a small group, sharing experiences and reflecting on real leadership challenges. You also apply what you learn in your own role.

04 · PERSPECTIVES

LEARN FROM EXPERIENCE. EXPAND YOUR PERSPECTIVE.

One consistent leadership framework, combined with perspectives from experienced practitioners across industries and professional disciplines. Guest practitioners are announced as they are confirmed.

01

LEADERSHIP, EMPOWERMENT AND HUMAN BEHAVIOR

How leaders build trust, develop responsibility and create the conditions for people to succeed.

02

ARTIFICIAL INTELLIGENCE AND EMERGING TECHNOLOGIES

How AI is changing organizations, work and leadership, and the human responsibilities that come with it.

03

BUSINESS LEADERSHIP AND TRANSFORMATION

Practical experience of leading organizations, developing cultures and managing change.

04

PERFORMANCE, PSYCHOLOGY AND RESILIENCE

Insights from positive psychology, elite sports and high performance environments.

05

LEADERSHIP UNDER PRESSURE

Leading when expectations conflict, decisions are difficult and uncertainty is high.

GUEST PRACTITIONERS ANNOUNCED AS THEY ARE CONFIRMED.

05 · A LEARNING EXPERIENCE BEYOND THE CLASSROOM

Leaders from different industries, organizations and countries learn from the teaching and from each other. The residential format makes room for real conversations, shared reflection and professional relationships that last.

Workshops · real business cases · personal feedback · peer learning · shared meals · Nordic network.





06 · ABOUT THE PROGRAMME

BUILT ON EXPERIENCE. GROUNDED IN PEOPLE.

Developed by Patrick Sackner Christensen, founder of Sackner Group and author of *The Nordic Leadership Spiral*. The programme builds on his experience in international organizations, leadership development, organizational culture, psychology and elite sports.

LEADERSHIP IS EXPRESSED THROUGH BEHAVIOR.

07 · ASSESSMENT

UNDERSTAND YOUR LEADERSHIP. DEVELOP YOUR IMPACT.

01

WHAT IT MEASURES

Your leadership behavior across the six dimensions of the Spiral: strengths, development areas and patterns.

02

HOW YOU USE IT

As the starting point for reflection and for your individual leadership development plan.

03

HOW IT CONNECTS

Each module builds on your results. Feedback from colleagues can be added where agreed.

04

YOUR DATA

Results are confidential, processed in line with GDPR and never shared without your consent.

08 · CERTIFICATION

Participants who complete the programme receive **The Nordic Leadership Programme Certificate**, based on The Nordic Leadership Spiral, issued by Sackner Group.

01	Participation in all three physical modules
02	Completion of the leadership assessment
03	Active participation in workshops and exercises
04	An individual leadership development project
05	Final presentation and assessment

A professional programme certificate. Not a university degree or an independently accredited academic qualification.



09 · DATES AND INVESTMENT

JOIN THE FOUNDING COHORT IN 2027.

PROGRAMME SCHEDULE

Through January 31, 2027	Applications open
January to February	Digital introduction and preparation
March 2027	Module 1 · Leading yourself
April 2027	Module 2 · Leading others
May 2027	Module 3 · Leading organizations and the future; certification

Leaders from anywhere in the world are welcome to apply. Delivered in English by default; Danish and Swedish groups may be formed with sufficient applicants.

The first programme is planned for Denmark and Sweden, with Norway also being considered. Exact dates and venues are confirmed before you accept your place.

10 · HOW TO APPLY

Apply online by January 31, 2027. Applying is free and does not create a binding purchase. Sackner Group reviews each application and may arrange a short introduction conversation.

Accepted applicants receive the confirmed offer, relevant business or private customer terms and payment instructions before accepting a place.

FOUNDING COHORT 2027

PRIVATE CUSTOMERS

€5,562.50

Total including 25% VAT

BUSINESSES

€4,450

Excluding VAT

Regular programme price: €6,687.50 including 25% VAT for private customers; €5,350 excluding VAT for businesses. Full payment in advance by the agreed deadline.

INCLUDED

Six in-person learning days in three residential modules · confirmed hotel accommodation · meals and refreshments · leadership assessment · learning materials · a copy of The Nordic Leadership Spiral · digital introduction · a few hours of group work between modules · certification assessment and certificate.

Not included: travel and personal expenses.

READY TO DEVELOP YOUR LEADERSHIP?

EXPLORE THE PROGRAMME AND APPLY

Programme details and separate business and private customer terms: sackner.org/leadership-programme/
Questions: patrick@sackner.org