

Situational leadership in theory and practice – a sample of the Danish ‘Talent for Leadership’ program

Facilitator

Kristian Herdal Molbech, *Chief Consultant in the Danish Employee and Competence Agency’s center for Work-life and Leadership*. Kristian has been lecturer at Copenhagen Business school for 25 years and have broad experience in leadership development from both the public- and private sector. For the past four years he has been developing and implementing “Program for Leadership Development in the State” (PLUS) for the Danish Employee and Competence Agency.

Date: 11. September
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Agency for Public Finance
and Management
Landgreven 4
1301 Copenhagen

Introduction

Leadership is important and closely tied with the wellbeing and job satisfaction of the employees, and through them obtaining the strategic goals of central administrations. Leadership is, therefore, a fundamental piece of the puzzle when working towards securing that European central administrations continue to be attractive, resilient and adaptable organizations that deliver robust solutions to the many challenges facing European countries.

In Denmark, we seek to develop leadership through our “Program for Leadership Development in the State” (PLUS). PLUS is an umbrella term for several different programs aimed at prospect leaders through middle management and all the way to top management. The program focuses on several different leadership disciplines, using techniques such as teaching, reflection and practical exercises to strengthen the leader’s abilities.

In this breakout session you will be participating in an exercise from the Danish “Talent for Leadership” program which is a part of the larger PLUS program. The target group is prospect leaders from the central administration. We will guide you through the exercise, as well as facilitate reflections and relating the program to your own national contexts.

Outcome

We aim to give participants in this break-out session a glimpse of the PLUS program and the scope and techniques used in the Danish context. On this basis, we wish to facilitate the exchange of opinions and experiences between participants, as well as relate the discussions to the national contexts of the participants, identifying inspiration and possible differences and challenges between national contexts.

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Questions for reflections

The questions below are meant to spur reflections prior to the break-out session and enhance discussions between participants. It is not necessary to answer these questions to be able to participate in the break-out session.

1. What are the criteria for being a “leadership talent”?
2. How do you work with development of leadership talents in your country?
3. If you have leadership talent development programs in your country, how are you taken into consideration for participation?
4. What is the overall purpose of developing leadership talents in your country?

Outline

Introduction: Situational leadership and ‘Talent for Leadership’	20’
Testing ‘Talent for Leadership’	40’
Plenum reflections and discussions	30’