

# LEADING WITH INTEGRITY AND CANDOR

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*A 6-month transformational journey for  
contemporary leaders*





**SPEAK WITH  
CANDOR, ACT WITH  
INTEGRITY, LEAD  
WITH PRESENCE.**

# WHY THIS PROGRAM

In an era marked by complexity, hybrid workplaces, and the need for genuine human connection, leaders who live and lead with integrity and candor provide **clarity, safety, and inspiration.**

This program invites leaders to move **from autopilot to conscious leadership** — building the inner foundation for clear choices, mature communication, and whole-person presence.

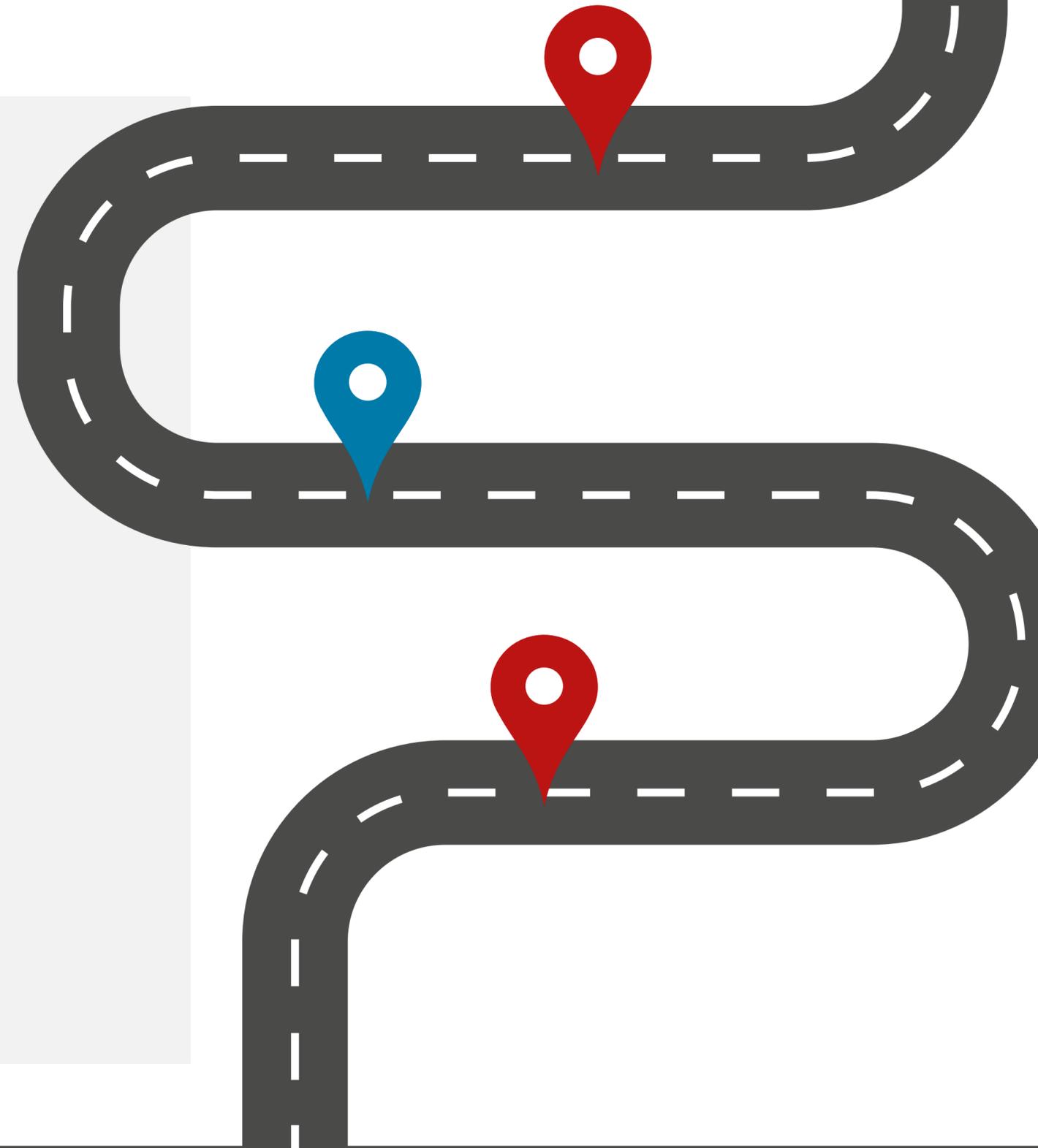


# PROGRAM STRUCTURE

## PHASE 1: FOUNDATION – Leading with Integrity and Candor

In-person: November 26–27, Zagreb (2 full days)

- **The Leadership Move: Awareness vs Autopilot**
  - Recognizing default patterns and building conscious choice
  - Centering presence in everyday leadership moments
- **The 3 Pillars of Integrity**
  - **Healthy Responsibility** – owning impact, not blame
  - **Emotional Maturity** – self-regulation and relational wisdom
  - **Conscious Agreements** – committing clearly, keeping or renegotiating
- **Communicating with Candor (and Care)**
  - Language and tools for honest, respectful communication
  - Balancing truth-telling with empathy
  - Practicing candor in real-life leadership conversations
- **Creating a Culture of Integrity**
  - Psychological safety as a leadership responsibility
  - Modeling alignment between words and actions



# PROGRAM STRUCTURE

## **PHASE 2: INTEGRATION** – Turning Insight Into Habit

Duration: 3 months (Dec–Feb)

- **2 Action Learning Sets**

(Peer learning circles, guided by structured reflection and challenges)

- **1 Group Integration Webinar with Viktor**

- **66-Day Integrity Challenge**

(Daily micro-practices to build integrity and candor muscles)

- **Ongoing Tools and Micro-Practices**

(Self-paced library and reflection prompts)

## **PHASE 3: COMPLETION** – Embodying Whole-Person Leadership

Final in-person day: March (TBD), Zagreb

- Practicing leadership presence and key communication tools
- Deepening the 3 Pillars through real-life case work
- Celebrating progress and installing long-term habits
- Reclaiming inner power and clarity
- Integration and next steps as a leader

# ABOUT THE PROGRAM

 **Facilitator:** Viktor Haimov

 **Language:** English

 **Price:** 1760 EUR + VAT

 **In-person dates:** November 26–27, Zagreb

## WHO IS THIS FOR?

- Leaders ready to lead with clarity, authenticity, and accountability
- Professionals committed to aligning who they are with how they lead
- Those seeking to replace control and overload with presence and choice
- Anyone looking to transform their team culture through example

## HOW WE WORK

This is not just a training — it's a **developmental journey**. Through immersive sessions, peer learning, practical tools, and sustained personal practice, participants build habits of wholeness, courage, and impact.

# MEET THE TRAINER



## **VIKTOR HAIMOV**

**Transformational Facilitator | Explorer of Wholeness | Radical Candor Practitioner**

Viktor Haimov has spent over two decades working with leaders and organizations across Europe, guiding them through deep personal and systemic shifts. He has partnered with clients like IKEA, Pepsico, Nespresso, UNICEF, and Swiss tech startups.

His signature style blends emotional intelligence, somatic wisdom, and blunt honesty — always in service of real growth. Viktor sees leadership as a path to becoming fully alive: present, clear, and connected.

He lives and works in Switzerland, and brings a unique blend of Central European clarity and deep human presence to every room he steps into.

# TACK TMI LEARNING EXPERIENCE

Focus on skills proven to bring value to both organizations and individuals

Supporting materials for a more practical and in-depth learning experience



**The highest training standards**

**Learning through real-life examples, effective and highly applicable tools and exercises**

**Highly interactive training content**

# TACK TMI IN NUMBERS

**55+**

countries  
with direct  
presence

**110+**

years of  
combined  
expertise

**20+**

years of  
experience in  
the Adria region

**300+**

satisfied  
clients

Tack TMI is part of Gi Group Holding, specialized in **supporting organizations in managing people and unlocking their full potential**, through unique HR products, consulting services, and data-driven training.

Gi Group Holding is one of the world's leading HR consulting firms. **We are passionate about supporting the growth and success of organizations and individuals** through top-quality HR solutions.

# SAVE YOUR SPOT

**Learn to replace control and overload with clarity, confidence, and genuine human connection.**

Sign up now and start your journey toward leadership that inspires and endures.

**SIGN UP NOW**

