

Leadership Development

Successfully shaping the future.
With our development series
for managers.

24./25. September 2019
Kick Off Kommunikation

01. November 2019
Einsatzung

21. November 2019
Einsatzung und Ergebnisse

Januar/Februar 2020
Umsetzung Workshops mit den
Mitarbeiter*innen

Februar 2020
Ergebnisaufbereitung Workshops

März 2020
Reflexion Ergebnisse/Lernaufbau



Why it matters

Technological progress, increasing speed of change, ever shorter product cycles, but also uncertainty as well as complexity and digitisation place high demands on organisations.

All of this demands permanent change from your employees, your teams and your company. The ability to integrate this permanent change into structures and processes as well as into the corporate and leadership culture will increasingly determine your long-term economic success.

The key competence for this is:
THE CAPACITY FOR TRANSFORMATION.

Against this backdrop, many companies and managers are finding that leadership in the classic sense is becoming less and less effective. But what can a leadership style look like that focuses on the success of the company and at the same time values, develops and promotes people as individuals? What basic leadership skills do I need as a manager in order to lead effectively in the future?

The six-part development series „Leadership Development“ offers a development-oriented approach that takes into account the latest findings in leadership research and at the same time gives each participant the opportunity to develop individually.

Impuls Workshop
Leadership Kick Off

Professional
personality analysis

Workshop
Communication

Individual coaching

Workshop
Conflict

Individual coaching

Concept

The development series consists of six development modules. These are a combination of workshops in a group structure and one-to-one coaching for individual transfer. This offers the highest level of development opportunities.





Content

INDIVIDUAL COACHING

PER PARTICIPANT 10,5 H

IMPULS WORKSHOP LEADERSHIP

1 DAY

- Working World 4.0: Significance and Impact on leadership
- Focus on leadership development
- The role(s) of the manager in a time of change
- Leadership skills of the future
- Setting & Self-reflection

WORKSHOP COMMUNICATION

2 DAYS

- Communication in line with the leadership tasks of leadership development
- Building on the basic attitudes: Transactional Analysis
- Mindful communication
- Active listening

WORKSHOP CONFLICT

2 DAYS

- Conflicts in the context of leadership
- Conflict roles of a leader in terms of effectiveness and boundaries, e.g. mediator, conflict manager or participant
- Reflection on one's own conflict patterns



How you benefit

This development programme in German or English is suitable both for future managers and for those who have already held responsibility for some time.

- The focus on the leadership development approach supports companies in developing a sustainable leadership culture that sees change not as a threat but as a constant companion that needs to be shaped.
- The combination of knowledge transfer, individual reflection and transfer work (i.e. the combination of workshops and coaching) increases the sustainability of this development process and thus its success.
- The basic leadership competencies „Communication and Conflict Competence“ of the participants is reinforced, which leads to less friction and a stronger „WE-feeling“ within the organisation.
- This development series supports the development of a contemporary way of thinking. New thinking is the precondition for a new form of action.
- The joint development work of the group over a longer period of time leads to synergy and transfer effects within the company. Change is felt more rapidly in the company and flareup effects are avoided.



Implementation

DURATION

The development series is usually designed for a period of 6 to 12 months.

SCOPE

- 5 workshop days in a group with two trainers each
- 10.5 hours of individual coaching per participant
- max. 12 participants

COSTS

Workshop series: **€ 18,500.-** including materials for successful learning transfer

Individual coaching: **€ 2,730.-** per participant incl. professional personality analysis

All prices are exclusive of VAT and travel expenses.



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