

When drafting Leadership Development Programs we follow our Clients' Wishes; nevertheless we have a clear Preference.

"Standardized" Programs

- A lot of classical classroom - style teaching
- Little individuality
- Little performance review
- Little connection with other leadership tools
- Leadership development as a "one-time event"



Modular Leadership Development Kit

- Classical classroom training is supplemented by other formats, such as outdoor challenges, action learning, mentoring, etc.
- Individual development plans integrated into training
- Focus of behavior and emotion
- Integration of personal feedback
- Strong focus on transfer to work environment



Integrated Career Support

- Systematic combination of different learning and development formats
- Leadership development as a systematic process
- Emphasis on coaching units and networking
- Synchronized with the company's leadership criteria
- Integration of programs at all management levels
- Integration of top executives in training process

**Our preference:
"minimal"**

**Our preference:
"optimal"**