

Our Leadership View: We convey Leadership on three Levels

Level 1: What is my own “Instructions of Use” on leadership?

Focus on e.g.:

- Self-management
- Self-reflection
- Values & beliefs
- Emotional intelligence
- Expectations/challenges for a leader
- Management styles
- My role as a leader



Level 2: How can I expand my leadership skills interacting with others?

Focus on e.g.:

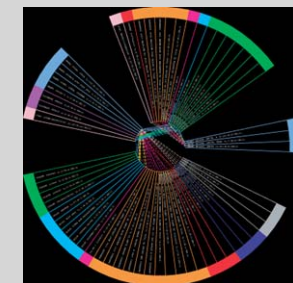
- Teamwork
- Delegation
- Conflict management
- Motivation
- Communication
- Feedback
- Manage teams
- Networking



Level 3: How can I expand my repertoire of leadership tools?

Focus on, e.g. :

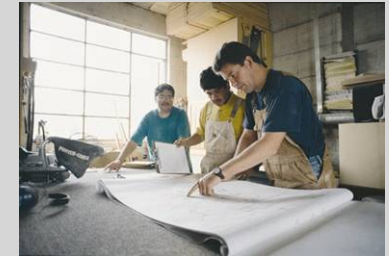
- Target management
- Problem solving
- Decision management
- Resource management
- Labor law
- Risk management
- Project management
- Change management
- Creativity management
- Diversity management
- Brand management
- Complexity management



Our Leadership View: A well-balanced Mix of Methods caters for various Learning Types

Tailored to customer needs and based on state-of-the-art tools and methods

- Tailored to customer needs i.e. flexible, modular, and scalable
- Customized to meet participants' needs e.g. due to online pre-screening
- Content aligned according to strategic requirements/needs
- Systematic involvement of stakeholders during development
- Experience from numerous successfully implemented projects



Well-balanced tool kit of methods, aligned to learning targets

- We work in a holistic, hands-on, and "whole-hearted" fashion
- In line with all learning types
- Self-reflection & group experience
- Diving into new worlds of learning
- Temporary leaving the comfort zone
- Intensive work in small groups + coaching
- Team building
- Practice-oriented e.g. integration of staff
- Original and innovative method of learning



Sustainable implementation into practice

- Preparation and transfer protection e.g. due to upfront diagnoses, transfer tasks, transfer conversations, transfer telephone calls
- Selected use of specified and immediately applicable aids, such as templates, laminates, learning diaries etc.
- Help to help yourself



Our Leadership View: Leadership works in all Directions



Target: Prepare leaders on all levels for today's and tomorrow's challenges

Our Leadership View: What Perception of Man do we proceed on in Leadership Development?

- Participants act in their own right during and outside of leadership development.
- During trainings we offer “help to help yourself”.
- Responsibility for implementation and application of learned content exclusively rests with the participants themselves.
- Trainers do not offer any “this is how to” advice, but show feasible and meaningful alternative behaviors including their consequences.
- During the seminar phase leaders are to show that they have internalized corporate values and authentically “walk the talk”.



Our Leadership View: We distinguish between Leading and Managing

Leading

Creation of a clear and convincing perspective of the future, which may utterly differ from the present one

- Realizing major changes
- Achieving break-through targets, such as opening up new markets, winning new types of customers, sailing in uncharted waters ...

Taking risks, creating innovation

Development and implementation of a strategy

Managing

To take up the topical situation, take measures to cope with impending issues, challenges and obstacles in everyday life

- Plan and control processes
- Step by step realize performance increases
- Hold course

Master and calculate risks

Tactical steering

During our leadership development trainings we attach great value to a well-balanced link between leading and managing.

Our Leadership View: Different Management Levels require different Competence Trainings

