

## CHANGE MANAGEMENT

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Nur 38% der Mitarbeitenden fühlen sich gut in Change-Prozesse integriert

6

81% der Befragten sind der Meinung, dass die richtige Unternehmenskultur Change unterstützt

ENERGY  
THROUGH  
DEVELOPMENT



# IMPULSE SPEECHES

## Overview



# LEADERSHIP IMPULSES – SHORT. POWERFUL. APPLICABLE.

We live in a time of constant change – and leaders feel the impact.

The challenges that come with ongoing transformation often push leaders to their limits, and the resources available to meet them are frequently insufficient. Yet it's rarely a lack of motivation: leaders want to stay future-ready and are open to developing their skills across all areas of competence.

However, ensuring continuous leadership development remains a significant task for most organizations – especially when budgets for training and development are limited. That's exactly why we created the Energy through Development Impulse Sessions: short, targeted, and effective learning units designed to strengthen and support your leaders with maximum impact and minimal investment.

From experience, we know:

Sometimes a single impulse is all it takes to break through a recurring challenge, try a new approach, or shift the perspective on everyday leadership struggles.

Our Impulse Sessions are always:



- Interactive – every participant gets involved
- Flexible in format – on-site or remote via Zoom/MS Teams
- Bilingual – available in German or English
- Time-efficient – 90-minute units
- Scalable – suitable for groups from 2 to 50 participants

And if you don't find the exact topic you're looking for in this overview, we're happy to design a tailored impulse session just for you and your leaders.

# THE ROLE OF THE LEADER

## RESPONSIBILITIES OF LEADERS TODAY

Clarifies the evolving role of leaders and how to balance expectations, accountability, and strategic clarity in complex environments.

## MOTIVATING EMPLOYEES IN CHALLENGING TIMES

Explores intrinsic and extrinsic motivators and shows how leaders can foster meaningful engagement and drive high performance.

## LEADING DESPITE THE OPERATIONAL DAY-TO-DAY

Reveals how to shift focus from “doing the work” to leading people – and how to create space for strategic leadership even under pressure.

## DEFINING AND FOLLOWING UP ON GOALS AND TASKS

Equips leaders with methods to set clear, motivating goals and maintain accountability and performance throughout the process.

## THE LEADER AS A TALENT DEVELOPER

Shows how leaders can foster learning, skills, and growth – securing retention, engagement, and future readiness.

## DEALING WITH DIFFERENT PERSONALITY TYPES

Introduces personality models (e.g. DISC) and how to adapt leadership and communication styles accordingly.

## COACHING TOOLS FOR LEADERS

Provides practical coaching tools that strengthen self-reflection, trust, and employee development.

## APPRECIATION AS A KEY LEADERSHIP TOOL

Demonstrates how authentic appreciation creates engagement, loyalty, and a strong foundation for collaboration.

# GIVING AND RECEIVING FEEDBACK

## THE ABCS OF FEEDBACK

Covers the basics of clear, respectful, and impactful feedback that promotes development and growth.

## OVERCOMING RESISTANCE TO FEEDBACK

Reframes feedback as a valuable gift and shows how to overcome typical emotional blocks and defensiveness.

## Creating a Feedback and Learning Culture

Shows how to embed feedback as a habit in teams and promote a culture of continuous improvement.

# SELF-LEADERSHIP & RESILIENCE

## Self-Reflection as a Tool for Personal Growth

Encourages self-awareness and emotional intelligence to strengthen leadership impact and resilience.

## Staying on Top Through Good Self-Organisation

Provides methods to structure time, reduce stress, and balance leadership tasks with self-care.

## Stress Under the Microscope: What Triggers Us and Why

Explores stress factors and provides tools for prevention, coping, and work-life balance.

## Leading Successfully Through Crisis with Resilience

Presents 7 fields of action for building inner strength and guiding teams with calm and clarity.

## Unconscious Bias – Identifying Perceptual Distortions

Raises awareness of biases and their effects – and offers practical steps to lead more consciously and inclusively.

# TEAM DEVELOPMENT & LEADERSHIP

## EFFECTIVELY FACILITATING TEAM DEVELOPMENT

Provides key insights and methods to build and strengthen motivated, high-performing teams.

## BREAKING OUT OF SILO THINKING

Reveals how to foster cross-functional collaboration and break down barriers that hinder innovation and customer value.

## MANAGING TEAM DYNAMICS WITH CONFIDENCE

Gives leaders tools to recognize roles, manage diversity, and increase cohesion and trust in teams.

## IMPROVING TEAM COLLABORATION THROUGH COMMUNICATION

Focuses on improving clarity, active listening, and mutual understanding to boost team performance.

## FOSTERING RESPONSIBILITY THROUGH TEAM RETROSPECTIVES

Demonstrates how to use team retros as a tool for shared learning, ownership, and performance enhancement.

## Strengthening Team Cohesion Through Shared Rituals

Explores how rituals create belonging, structure, and positive team dynamics – especially in fast-paced environments.

## WELCOME GEN Z: SUCCEEDING WITH INTERGENERATIONAL COLLABORATION

Helps leaders navigate different values and communication styles to build inclusive, multi-generational teams.

# CHANGE MANAGEMENT



## THE ROLE OF THE LEADER IN CHANGE PROCESSES

Explains how leaders guide people through uncertainty and create trust through consistency and emotional intelligence.

## TRANSPARENT AND COMMITTED COMMUNICATION IN CHANGE

Shows how clarity and credibility support acceptance and strengthen confidence in the change journey.

## DEALING WITH EMOTIONS IN CHANGE

Offers tools to address fears, resistance, and frustration – creating room for commitment and momentum.

## FROM LIP SERVICE TO LIVED CULTURE

Reveals how to bring company values and culture to life – and make them visible, tangible, and real in daily routines.

# ARE YOU INTERESTED? LET'S TALK!



In a no-cost introductory meeting, you can get to know us and our unique way of working: in person, by phone or video conference – whichever you prefer.

We look forward to your call at

**+49 (0)2161 / 93 72 820**

Or send your email to

**info@energie-durch-entwicklung.com**

Or your message via our contact form

**Contact Form**



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via the QR code**

