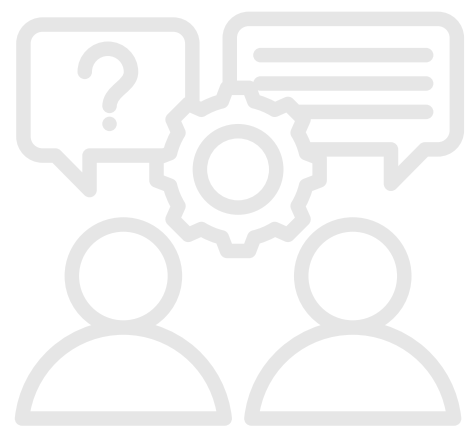




# LEADERSHIP AND SOFT SKILL TRAINING

## Overview

Status: January 2025



# UNDERSTAND. DEVELOP. IMPLEMENT. - WHAT YOUR LEADERS CAN EXPECT FROM US

Our training courses alternate between trainer input, practical exercises in pairs or small groups, self-reflection and group coaching, so that the various didactic needs of the participants are covered. In addition, specific questions and concerns of the participants are addressed and dealt with upon request.

The training can be carried out as described on the following pages or in a modified form, tailored to your individual needs and wishes. Combinations of topics are also possible.

They can take place in your premises or in other rooms booked by you. A group size of ideally 8 to a maximum of 12 participants ensures sustainable results that are actually implemented.

Sustainable development is very important to us, not only in our consulting projects and coaching sessions, but also in our workshops and training sessions. Our training sessions are therefore designed to be interactive and varied and aim to achieve a high implementation rate in our participants' everyday management work.

Because: from current brain research results as well as from our own experience, we know that frontal knowledge transfer is not effective.

Therefore, our training courses are always structured to address different levels: the cognitive level, i.e. the intellect, the somatic level, i.e. feeling and experiencing, the emotional level, i.e. the emotions.

By combining these three levels in our training, we offer your leaders a holistic learning experience. Our training alternates between different didactic methods. This gives participants plenty of opportunities for practical exercises, discussion and self-reflection.

Of course, the willingness, and desire to learn of the participants is also crucial for sustainable learning success, because before any change or development there is the desire to do something better, faster or differently.

# HOW SUSTAINABLE DEVELOPMENT SUCCEEDS - OUR LEADERSHIP AND SOFT SKILL TRAININGS

## Participants will receive:

- a preliminary questionnaire with reflection questions for personal attunement to the topic
- extensive training materials in the form of workbooks for reference
- a prepared photo documentation for individual post-processing of the learning process
- a reflection sheet after participating in the training in order to consciously document your own learning process and findings
- a certificate of participation

## By the way:

- We offer all our trainings in German and English language.
- We offer all of our training courses as one, two or three-day courses, so you can determine the intensity level of your training yourself.
- We offer all our training courses in an online format via Zoom or in person on site.



# THE ROLE OF THE LEADER

## FUNDAMENTALS OF PEOPLE LEADERSHIP

Establishes a shared leadership understanding and equips leaders with essential tools to lead confidently, constructively, and with trust.

## DEEPENING LEADERSHIP COMPETENCE

Builds on existing knowledge and adds impactful tools to develop individuals and teams effectively in everyday leadership practice.

## BOOSTING MOTIVATION AND ENHANCING PERFORMANCE

Provides methods to deal with frustration, resistance, and demotivation – and helps leaders hold effective and motivating conversations.

## STRATEGY TOOLS FOR LEADERS

Enables strategic thinking and action with tools to analyze, develop, and communicate department strategies in alignment with company goals.

## INTRODUCTION TO SYSTEMS THINKING FOR LEADERS

Offers a new perspective on organizational complexity and equips leaders to navigate dynamics and stakeholder relationships more effectively.

# COMMUNICATION & CONVERSATION MANAGEMENT

## COMMUNICATION AND CONVERSATION BASICS

Improves mindful listening and purposeful communication – leading to greater clarity, understanding, and relationship-building.

## HANDLING DIFFICULT CONVERSATIONS SUCCESSFULLY

Equips leaders to remain composed and constructive in challenging situations – with perspective shifts and communication strategies.

## MASTERING CONFLICT WITH CONFIDENCE

Teaches leaders to identify conflict patterns early, de-escalate tension, and find productive solutions with confidence and empathy.

## GIVING AND RECEIVING FEEDBACK

Turns feedback into a powerful leadership tool – clear, appreciative, and growth-oriented for both giver and receiver.

# TEAM DEVELOPMENT & LEADERSHIP

## SUCCESSFULLY DEVELOPING TEAMS AS A LEADER

Empowers leaders to build high-performing teams based on shared vision, trust, and accountability.

## TEAM DEVELOPMENT THROUGH A SHARED LEARNING CULTURE

Promotes feedback, learning and innovation within teams – so challenges become opportunities for growth and creativity.

## INTERGENERATIONAL COLLABORATION AND KNOWLEDGE TRANSFER IN TEAMS

Facilitates effective collaboration across generations and ensures valuable expertise is transferred sustainably and inclusively.

# SELF-LEADERSHIP & RESILIENCE

## TIME AND SELF-MANAGEMENT

Optimizes individual structure and routines – for more clarity, better focus, and sustainable personal effectiveness.

## THE RESILIENT LEADER: PROVIDING ORIENTATION, STABILITY & SAFETY

Strengthens personal resilience and emotional clarity – enabling leaders to provide guidance, calm and confidence in turbulent times.

# CHANGE MANAGEMENT

## SUCCESSFULLY PLANNING AND LEADING CHANGE AS A LEADER

Provides methods to design and guide change processes while fostering acceptance, clarity, and alignment among employees.

## MOTIVATING AND LEADING EMPLOYEES THROUGH CHANGE

Empowers leaders to communicate change effectively, motivate teams, and turn resistance into engagement and action.



# 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**



Victoria Beckers

Email: [beckers@energie-durch-entwicklung.com](mailto:beckers@energie-durch-entwicklung.com)

Phone: +49 172 9069280

**Energie durch Entwicklung GmbH**

Hufeisen 13 | D-41352 Korschenbroich

+49 (0)2161 93 72 820

[info@energie-durch-entwicklung.com](mailto:info@energie-durch-entwicklung.com)

[www.energy-through-development.com](http://www.energy-through-development.com)



**Book an  
appointment  
via the QR code**

