



Development Package

First Steps into Leadership

2025

AT A GLANCE



FOR WHOM

People who are on their way from being an employee to becoming a leader or who have just been promoted to a leadership role.



GOAL

Successfully master the transition from employee to leader and learn to deal optimally with the new conditions, expectations and challenges you will face as a leader.



WHAT IT'S ALL ABOUT

The transition from employee to leader is exciting and rewarding, as it signifies development and promotion. However, it can also be a challenging experience, especially when you suddenly become the leader of your former colleagues. It requires a change in mindset and an adjustment to a new role and responsibilities.

With our development package, we combine knowledge transfer with coaching tailored to your individual situation in order to accompany you personally through this important development step and support you in successfully fulfilling your new role.



MASTERING THE ROLE TRANSITION

Congratulations! Your promotion is a recognition of your personal achievements and a reward for your commitment as a valued team member.

Now, an exciting journey lies ahead — and with it, a range of new challenges. To ensure you're fully prepared for your new leadership role, we are here to actively support and guide you.

With the long-anticipated leadership position comes a significant shift in responsibilities and expectations. As a leader, you now carry not only more responsibility but will also be faced with an influx of new information that needs to be managed with care.

Speaking of responsibility:

You're now accountable not only for your own tasks, but also for those of your team. This requires smart coordination, effective delegation, and ensuring that goals are met. Transitioning from execution to steering and oversight can be both exciting and demanding.

Leading Your Former Peers – A Delicate Transition

Especially when stepping into a leadership role within your existing team, emotional intelligence and heightened awareness are essential. Successfully shifting the relational dynamic with your (former) colleagues requires care and intentional action.

As a leader, you are no longer fully part of the team in the same way — and this change in roles can lead to tension and conflict.

But don't worry:

With the right mindset and proven methods — which you'll explore in this coaching package — you'll manage the transition effectively. Your team will recognize and respect you in your new role as a leader.



FORMATES

1:1 Coaching sessions

In three individual two-hour coaching sessions, you will gain a clear understanding of the leadership role, the associated responsibilities, and various leadership styles.

Through dialogue, you will develop strong communication skills and enhance your self- and time management as well as your ability to lead yourself effectively.

We tailor the sessions to your specific situation and use real-life examples from your professional context to ensure practical relevance and impact.

Video impulses

Our video impulses provide you with additional valuable leadership tools, tips, and tricks to support your day-to-day leadership practice.

Self-Study

In preparation for the coaching sessions, you will receive materials on methods and tools for self-study. These will be explored in greater depth during the coaching and translated into practical use in your daily work.

Self-Reflection

As part of the development package, you will receive five self-reflection worksheets via our learning platform.

These reflections help you critically examine your behavior, your mindset, and your personal approach to leadership and leadership practices.

WhatsApp-Support

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CONTENT & SCOPE



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- 30-minute **preliminary talk and clarification of the assignment.**
- **Five self-reflection worksheets** provided via our learning platform
- **Three two-hour individual coaching sessions**
- **Three video impulses** to deepen your understanding, accessible via our learning platform. (Effective communication as a leader, delegating tasks, giving feedback)
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Duration: approx. 12 weeks



Development Package

DEVELOPING STRONG TEAMS

2025



AT A GLANCE



FOR WHOM

Leaders who want to strengthen their team development skills and lead their team to more constructive collaboration.



GOAL

- Effectively manage group dynamics
- Develop a high-performing team



WHAT IT'S ALL ABOUT

Sustainable and systemic team development strengthens team spirit and fosters a tangible sense of togetherness. This creates an atmosphere of trust and collaboration. A shared understanding of roles enables each team member to take ownership and act with proactive responsibility. Clearly defined responsibilities and interfaces within the team — along with a jointly developed understanding of task distribution — are not only established but actively lived.

By enhancing internal communication and collaboration, a culture of cooperation rather than competition takes root. This leads to a confident and competent team presence within the broader organization. Team members reconnect with their roles, their team, and the company. They become healthier, more engaged, and more motivated — and as a result, team productivity rises significantly.



GOALS, ROLES, COLLABORATION

TURNING CLARITY INTO PRODUCTIVITY – AND JOY INTO COMMITMENT

THE LEADER AS A TEAM DEVELOPER

As a leader, your task is not only to support and empower each individual team member in their performance and growth, but also to actively guide group dynamics and foster effective collaboration among all.

Different personalities, behavioral tendencies, competencies, and experiences come together — ideally to pull in the same direction. But in practice, this can quickly lead to tensions or even conflict, which in turn significantly reduces team productivity.

That's why leadership also means: enabling constructive cooperation by navigating group dynamics wisely — not just promoting individuals.

THE VISION IS CLEAR

A high-performing, productive team that works in alignment and with impact.

To achieve this, the team needs clarity around roles, responsibilities, interfaces, and processes. Team members should know and trust each other — only then can their full focus be on achieving shared goals.

This fosters a strong sense of belonging and ownership. It encourages every team member to take responsibility for their actions. In such an atmosphere, creativity, innovation, and solution-orientation can truly thrive.

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Development Package

LEADERSHIP IN TIMES OF CHANGE

2025



AT A GLANCE



FOR WHOM

Leaders who want to successfully lead their team or organization through a change process and strengthen their change competence.



GOAL

Actively shaping change management processes. Leading yourself and your employees successfully through change processes.



WHAT IT'S ALL ABOUT

Change processes are not only multi-layered and complex, but for many they also feel threatening as they force us out of our usual comfort zone. So it's no wonder that change processes are accompanied by a great deal of emotion and resistance, which complicates and sometimes even blocks change projects.

At the same time, it is the responsibility of leaders to actively shape change processes and guide their team through the transformation in order to ensure the future viability of the organization.

We support you individually in your leadership role and strengthen you in leading yourself and your team appreciatively, constructively and successfully through the change and into the future.



LEADING TRANSFORMATION

In today's world, change is inevitable. Companies must constantly adapt to new conditions, be it through technological developments or internal restructuring. Leaders play a central role in this process and require strong change management skills. It is not only about initiating change, but also about guiding employees through this process and addressing their concerns.

One of the biggest challenges in change management is resistance from employees. Change can trigger fear and uncertainty, which can jeopardize the success of the process. In addition, clear and regular communication is crucial in order to create trust and keep employees informed. Leaders must be able to take the corporate culture into account and integrate change into it without increasing resistance. The right resources, such as time and knowledge, must also be made available in order to successfully implement change.

Successful change management requires several key skills. Empathy and emotional intelligence are essential for understanding the needs of employees and overcoming resistance.

Equally important is the ability to communicate clearly and engage in open dialog in order to actively involve employees in the process. Flexibility and adaptability are also necessary in order to be able to react to unexpected challenges. A clear vision that is communicated convincingly helps to motivate employees and present change as an opportunity.

The positive effects of successful change management can be felt by both employees and the company. Employees who feel supported are more willing to support the change, which increases their satisfaction and loyalty to the company. For the company, a well-managed change process leads to greater adaptability, innovative strength and long-term competitiveness. It also strengthens the corporate culture, as leaders act as role models for flexibility and willingness to learn.

With our Development Package LEADERSHIP IN TIMES OF CHANGE, you will develop the necessary skills to implement change management effectively, which is crucial for the success of a company. Those who take people with them through change, overcome resistance and develop the right skills will lay the foundation for a successful and sustainable organization.

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Development Package

LEADERSHIP COMPETENCE THROUGH RESILIENCE



2025

AT A GLANCE



FOR WHOM

For leaders who want to develop the ability to face change flexibly while maintaining their clarity and strength.



GOAL

- Increasing resilience
- Flexibility in dealing with change
- Strengthening the leadership effect



WHAT IT'S ALL ABOUT

This Development Package is about equipping leaders with the crucial skills they need to not only withstand times of change, but to lead actively and purposefully. A central focus is on increasing resilience: leaders learn how to deal better with stress, setbacks and challenging situations. In this way, they remain capable of acting even in difficult phases and can maintain their energy and clarity to act as a stable anchor figure for their team.

At the same time, the ability to recognize change as an opportunity and react flexibly to it is strengthened. This prevents leaders from being thrown off course by uncertainty or resistance - instead, they develop the skills to make the right decisions quickly and proactively shape change without losing their clarity and leadership.

By integrating these skills, the leadership effect is sustainably strengthened. Leaders not only gain inner strength and self-confidence, but can also lead their teams clearly and purposefully in challenging times. The approach promotes authentic and inspiring leadership that motivates the entire team and contributes to successful change.

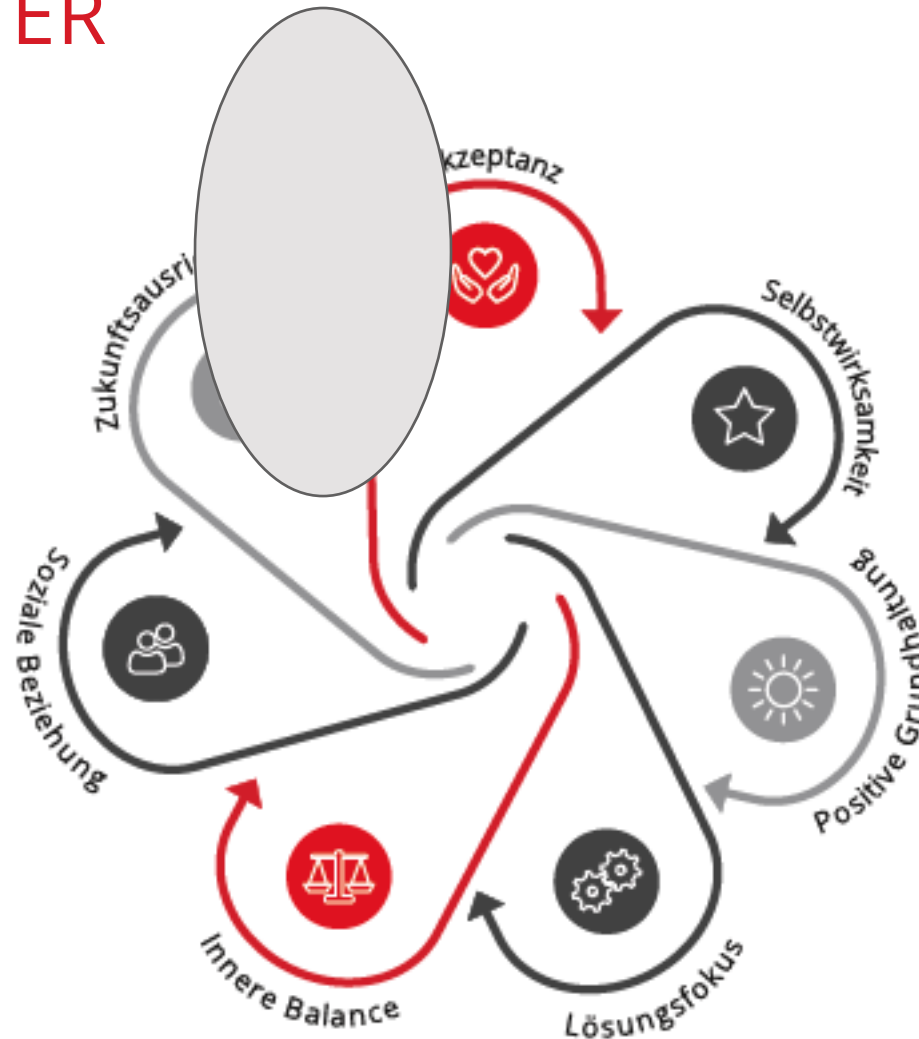
GET TO KNOW YOURSELF BETTER

Increased resilience and good self-management lead to a greater sense of control over one's own life, increased well-being and more fulfillment.

We support you in achieving your goals, utilizing your strengths and improving your quality of life. Years of experience in working with people, teams and organizations have led us to develop our own energy-through-development model of self-leadership©:

Leaders should develop clarity and competence in each of the model's seven fields of action. To do this, it is important to gain knowledge about themselves, their own ways of thinking and behavioral patterns and their effects. Because only those who can lead themselves well can also lead others well.

Prepare yourself today for tomorrow. The leadership development package through resilience is your sustainable, efficient and effective support.



WHY DO WE NEED MORE RESILIENCE IN EVERYDAY LEADERSHIP?

The demands on leaders have increased rapidly. The reality is that they have to deal with very complex requirements, high pressure and crisis situations on a daily basis.

Leaders are rarely able to develop solutions cognitively in stressful situations and often pass the pressure on to employees unfiltered. As a result, the pressure on the entire team or the organization and, like a domino effect, leads to a loss of energy and motivation, poor performance and even high levels of sick leave and staff turnover.

To successfully counteract these challenges and to strengthen yourself as a leader, you need strong resilience. This refers to one of the most important core competencies of the future: the ability to always return to a state in which they can act and thus successfully steer their own team or organization through difficult times.

- **Overcoming challenges:** Resilience and good self-leadership enable you to cope better with challenges and setbacks. You develop the ability to adapt quickly to change and emerge stronger from difficulties. You can deal with stress, find solutions and recover more quickly.
- **Improved emotional resilience:** Increased resilience and self-leadership help you to better regulate your emotional reactions. You will become more resistant to negative emotions such as fear, frustration and disappointment. This enables you to maintain a more positive and stable emotional well-being.
- **More effective decision-making:** Self-leadership helps you to clearly define your values, goals and priorities. This enables you to make informed and reflective decisions that fit with your long-term goals. You will be able to plan better and use your resources more efficiently.
- **Increased self-efficacy:** Resilience and self-leadership strengthen your confidence in your abilities and your sense of self-efficacy. You develop the belief that you can overcome challenges and achieve goals. As a result, you will be more motivated to pursue your goals and not be discouraged by setbacks.
- **Better relationships:** By increasing your resilience and self-leadership, you can also improve your interpersonal relationships. You can communicate your own needs more easily, set boundaries and build healthy relationships. At the same time, you can be more empathetic and supportive towards others.

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