



DEVELOPMENT PATH

# NEW IN THE MANAGEMENT

A successful start to your leadership role.

ENERGY  
THROUGH  
DEVELOPMENT



# AT A GLANCE



## FOR WHOM

People who are on their way to becoming leaders or have just become leaders.



## GOALS

Successfully mastering the role change from employee to leader and being able to deal optimally with the new framework conditions, expectations and challenges as a leader.



## WHAT IT'S ABOUT

The transition from employee to leader is exciting and gratifying, as it means development and promotion. However, it can also be a challenging experience. It requires a change in mindset and an adjustment to a new role and responsibility. In our development path, you will learn how to make the most of this step.



## TIME INVEST

Approximately 30 to 35 hours.



## DURATION

The duration of the development path with all stages is approx. 3 - 4 months.

## INCLUDED MODULES - BASIC PACKAGE

- **Kick-off meeting** for all participants.
- **Self-reflection sheets** on our digital energy through development learning platform.
- **Workshop I** on the role of the leader, the associated responsibility and different management styles.
- **Video impulse** to deepen the content.
- **Workshop II** on communication skills, time and self-management, self-management and self-confidence, delegation and feedback.
- **Retrospective** for an individual summary of your own development.
- **Community calls** to clarify open questions, for collegial consultation, interim retrospectives, etc.
- **Ongoing support** from a direct contact person from the Energy through Development team.
- **Support through supplementary learning opportunities** on our digital learning platform, such as links, videos, blogs and podcasts, in line with the respective stage topic.

# Mastering the role change.

Congratulations on your career move! Your promotion is a recognition of your personal performance and also the reward for your commitment as an employee.

You are now facing an exciting time, but also a number of new challenges. In order to prepare you optimally for your new role as a leader, we would like to actively support you with this **New in Management** development path.

With the long-awaited management position comes a change of role with a variety of new tasks. As a leader, you not only have more responsibility, you also have a lot of new information that needs to be managed responsibly. Speaking of responsibility:

You are no longer only responsible for your own tasks, but also for those of your team. You need to coordinate wisely, delegate tasks and ensure that goals are achieved. The transition from pure execution to successfully managing and monitoring tasks is exciting, but not always easy.

Especially when you switch to a leadership role in your own team, you need sensitivity and special mindfulness in order to successfully change the relationship level with your (former) colleagues. Only being part of the team to a limited extent as a leader and the resulting role reversal can lead to tensions and conflicts. But don't worry: with the right approach and proven methods, which you will learn in this development path, you will succeed in making the change and your team will take you seriously and recognize you in your new role.



# Developing leadership skills...

As a leader, it is important that you establish efficient communication with and within your team. Clarity in tasks and goals is just as crucial for the motivation of your employees as regular feedback.

Conflicts can always arise and it is up to you to address and resolve them constructively. It is important to understand the dynamics within the team and promote a positive atmosphere through open communication.

You will no doubt often be juggling a busy schedule and have numerous tasks on your plate. Clever time management will help you to cope with the many demands and ensure that important tasks don't get lost.

## ...and develop leadership skills

Our **New in Leadership** development path not only offers you the opportunity to recognize your strengths, but also to develop them in a targeted manner. We support you in defining your role as a leader and developing a clear management philosophy. You will then know which skills are crucial to your success as a leader.

Learn how to successfully manage different dynamics in your team and how to deal with different - even contradictory - expectations and emotions in the change process.

Develop your self-management skills and strong self-confidence as a leader right from the start of your new role.

You will find it quicker and easier to take responsibility, delegate tasks successfully and make well-founded decisions.



# OUR CONCEPT.

## Holistic and value-adding.

The **New Leadership** Development Path consists of five carefully selected modules that have been intensively tested in practice and are based on the latest findings in leadership development. The diversity of the modules appeals to all learning types and activates different types of learning, which ensures results that can subsequently be used in day-to-day management.

### 1 Workshops

In two one-day workshops, you will gain a good understanding of the leadership role, the associated responsibility and the different leadership styles. You will develop solid communication skills and strengthen your self-management, time management and self-leadership skills. At the same time, the workshops offer sufficient space for exchange, discussion and practical exercises.

### 2 Self-reflection

As part of the development path, four self-reflection sheets are made available to you via our digital learning platform. Among other things, self-reflection helps you to critically question your own behavior and inner attitude towards your own leadership role and leadership behavior.

### 5 Joint retrospective

A joint retrospective at the end of the development path then serves to evaluate what has been learned.

### 3 Video impulse

Our video impulse provides you with additional valuable content, tips and tricks for your day-to-day management work.

### 4 Peer groups

In small groups of three to four people each, you can exchange ideas with other participants on a regular and self-organized basis. In addition to general considerations and thoughts on leadership, the peer group meetings can also be used to discuss and debate questions relating to everyday leadership. In this way, you can discuss together in the groups how best to deal with a specific situation and support each other.

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# What you and your leaders learn.

Through our **New in Leadership** development path, you will gain a deep understanding of your role as a leader and your new responsibilities. The insights and new awareness will enable you to enjoy your leadership role from the outset and fulfill the expectations placed on you.

You will learn to reflect on your own attitude and approach to leadership and thus strengthen your self-management skills and self-confidence. Profitable routines and practical skills such as feedback, delegation of tasks and decision-making ensure confidence and vision in your new day-to-day management role.

As a participant in our development path, you benefit from our many years of leadership experience, which we share with you in the form of practical exercises and plenary discussions in our workshops. The newly learned tools and methods are also accompanied by online impulses. In joint peer groups, you will deepen and practise what you have learned so that you can easily apply your new knowledge and skills in your day-to-day management work.



# THE BASIC PACKAGE.

## Developing a sustainable feedback and learning culture together.

Based on our many years of experience, we have put together a basic package for the development of your leadership skills that effectively combines the various aspects of leadership.

Thanks to the holistic approach in terms of content and methodology, leaders who have yet to grow into their new role benefit in particular. With targeted support right from the start, the transition to the new position is simply smoother.



- ✓ **Planning workshop** (2 - 3 hours) for the conception and coordination of the procedure for in-house events.
  - ✓ **Detailed kick-off and intro communication** to all leaders via e-mail.
  - ✓ **Self-reflection sheets** on our digital energy through development learning platform.
  - ✓ **Workshop I** (full day, online or face-to-face) Contents: My role as a leader, responsibility as a leader, understanding change processes, different management styles.
  - ✓ **A video impulse** to deepen the content in self-study via our digital energy through development learning platform, supplemented by accompanying documents.
  - ✓ Accompanying, guided collegial exchange in **peer groups**.
  - ✓ **Workshop II** (full day, online) Contents: Developing communication skills
- Strengthening time and self-management, self-leadership and self-confidence as the basis for strong leadership, delegating tasks and giving constructive feedback.
- ✓ **Support through supplementary learning opportunities** on our digital learning platform, such as links, videos, blogs and podcasts, in line with the respective stage topic.
  - ✓ **Community calls** to clarify open questions, for collegial consultation, interim retrospectives, etc.
  - ✓ **Ongoing support** from a direct contact person from the Energy through Development team.
  - ✓ **Retrospective** (90 minutes, online) for an individual summary of your own development.
  - ✓ Regular **status calls** to monitor the development path (max. 3 calls of 60 minutes each) for in-house implementations.



# EXTENDED PACKAGE & OPTIONAL MODULES.

Strengthen and expand leadership skills.

Would you like to develop your leadership skills more intensively?

Then you can optionally book the following modules in addition to the basic package:

+ **Management workshops** to support and strengthen the hybrid team leadership role, e.g: "The leader in change: your role in change management" or "Hybrid team leadership: aligning your leadership work with the hybrid framework conditions".

+ **LINC Personality Profiler Test:** psychologically based, holistic assessment and description of the human personality - especially with regard to one's own leadership and communication skills.

+ With the **Executive FiRE Index 3.0 Resilience Test**, you receive an in-depth analysis of your self-perception and self-control and, derived from this, valuable recommendations for action to improve your self-management skills.

+ **Coaching session package**  
(5 sessions of 90 minutes each)  
for the individual development of individual leaders.

+ **Workbook**  
"Sustainable self-management".

If you have further requests, also in connection with existing programs in your organization, or if you are interested in additional workshop topics for leaders, please contact us!







DEVELOPMENT PATH

# UNLEASH YOUR LEADERSHIP

With clarity and communication to more effectiveness.



# AT A GLANCE



## FOR WHOM

Executives (all levels)  
Participation takes place in  
small groups.



## GOAL

Strengthen your understanding of your role and  
your competence as a leader.  
Gain new insights and practical tools for your self-  
efficacy and your everyday leadership.  
Immediately develop more leadership.  
Develop your inner attitude as a leader and  
strengthen your communication skills.



## WHAT IT'S ALL ABOUT

- Leadership:
  - The role of the leader
  - Leadership Styles
  - Employee-oriented leadership
- Communication:
  - The form of communication
  - Active listening
  - Conversation management
- Decisionmaking:
  - Make decisions with confidence
  - Communicating and implementing decisions
- Feedback: Feedback as a development tool  
for oneself and in the team in the long term



## TIME INVEST

Approx. 30 to 35 hours



## DURATION

The duration of the development  
path is about 3-4 months

## MODULES INCLUDED – BASIC PACKAGE

- **Kick-Off-Meeting** (approx. 2 hours).
- **Workshop** (all-day) on the role as a leader, communication and feedback.
- **Self-reflection questions** (14 days) about our digital energy by developing learning platform.
- **Online-Impulse** (90 minutes) on the topic of "Self-leadership and resilience in the context of leadership".
- **Workshop** (all day) to deepen communication, decision-making processes, self-efficacy.
- **Retrospectives** (approx. 1 hour) for an individual summary of one's own development.
- **Peer-Groups** for practice, deepening and exchange.
- **Community Calls** (14 days) to clarify open questions, for collegial advice, interim retrospectives or the like.
- **Ongoing support** through direct contact persons from the Energy through Development Team via our learning platform.
- **Support through supplementary learning opportunities** on our digital learning platform, such as links, videos, blogs and podcasts related to the respective stage topic.

# Leadership as a success factor.

Effective leadership is a key success factor for your company, which needs to be developed and trained.

Our **Development Path Unleash Your Leadership** promotes your leadership skills. The aim is to develop your own understanding of your role and your  
Strengthen your ability to act so that you can fully develop your leadership.

## Gathering insights.

Through the targeted combination of different building blocks in our development path, the participants gain new insights into their own self-efficacy and leadership skills step by step.

Through regular self-reflection and in two one-day workshops, your leaders develop their inner attitude as leaders, productive behaviour and a clear understanding of their roles with the help of knowledge transfer, guided exercises and group work.

## Collegial advice.

In regular independent Peer-Groups, they also learn the structured method of collegial counselling. Here, current challenges from everyday management can be discussed and discussed in order to support and advise each other in finding solutions.

# THE LEADERSHIP TASK.

## Both versatile and time-consuming.

Many companies are in permanent crisis mode as a result of the pandemic, energy crisis and the associated market changes.

This can lead to increased frustration and turnover. Likewise, the nature of cooperation has also changed due to the changed framework conditions. This is where leaders are challenged, especially with regard to their communication skills. A lack of a change of perspective quickly causes incomprehension and leads to conflicts within the team or between departments. The exclusive focus on one's own area can lead to a lack of appreciation for everything else.

Whether it's taking responsibility for quick and smart decisions or guiding and empowering employees to reach their full potential, today's working world presents new challenges for leaders. Enabling self-organization skills and smooth workflows are equally important. Both the individual wishes and needs of individual employees as well as the cooperation in the team always play a role.

So new complex challenges have emerged. After years of "somehow getting along", it is now time to pause for a moment to find self-awareness, because self-leadership is the basis of good leadership. Leadership becomes easier and more effective when leaders are aware of their role and effectiveness.

Due to the enormous volume of work, the time for leadership often falls by the wayside. If employees are unable to develop further and notice this stagnation, they react with inner resignations, high absenteeism or resistance to any change. As a result, the general performance inevitably suffers, the implementation of strategies comes to a standstill or is postponed again and again.

Where leadership is successfully lived, companies have the best chances of satisfied employees, lasting success and continuous sustainable development. Our **development path Unleash Your Leadership** optimally supports your leaders in developing a goal-oriented attitude and relevant competencies in order to successfully master all challenges of the present and future.



# OUR CONCEPT.

## Holistic and value-adding.



The **Development Path Unleash Your Leadership** consists of five carefully selected modules that have been intensively tested in practice. These building blocks are diverse and make it possible to address different types of learners and activate different types of learning.

### 1 Workshops

At the beginning and towards the end of the development path, a one-day workshop takes place. In doing so, you will receive content-related impulses for your understanding of your role as a leader, the assumption of self-responsibility and the strengthening of your own self-efficacy. Content-related impulses are supplemented by practical exercises and group coaching rounds off the whole. In in-house development paths, the intensive exchange and joint work in the workshops also strengthens the connection between leaders and develops effective networks.

### 2 Selfreflection

Every 14 days, self-reflection questionnaires will be made available to you via our digital learning platform. Self-reflection supports, among other things, in recognizing one's own behavior and inner attitude to one's own leadership role and to critically question leadership behavior.

### 4 Online-Impulse

In addition to the other modules, a 90-minute digital impulse "Self-leadership as a key competence for successful employee management" will take place in the middle of the development path.

### 3 Peer-Groups

In small groups of three to four people each, you will exchange ideas with other participants regularly and in a self-organized manner.

In addition to general considerations and thoughts on leadership, current leadership topics from everyday professional life can also be discussed at the meetings of the peer groups. In this way, you can consult together in the groups on how best to deal with a special situation and support each other.

### 5 Shared Retrospective

A joint retrospective at the end of the developmental path then serves to evaluate what has been learned.

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# What you and your leaders learn.

Our development path is empowering and empowering. Carrying out the development path always leads to a comprehensive and holistic development of your organization, your culture and the individual leaders. In particular, your leaders develop the ability to change perspectives in order to develop more viable solutions to problems and conflicts. They strengthen their resilience through better self-leadership and self-responsibility.

Through intensive self-reflection and the resulting higher self-confidence, the quality of the feedback, conflict and communication culture in your company increases noticeably.

Your leaders learn to delegate tasks more confidently and clearly, to formulate goals and to empower their teams so that they can achieve top performance.

## **This is what makes the development path effective.**

Through the **Development Path Unleash Your Leadership** your leaders develop holistically and sustainably, both in their personal maturity and in their leadership skills. In this way, you can fully develop your leadership and effectively lead your respective teams and thus your company to success.

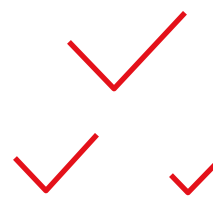




# THE BASIC PACKAGE.

## Understanding creates the ability to act.

For the successful development of your leaders, we have put together a basic package based on our many years of experience, which effectively combines a wide range of aspects of leadership and self-leadership. Leaders and those led benefit from this thanks to the holistic approach in terms of content and methodology.



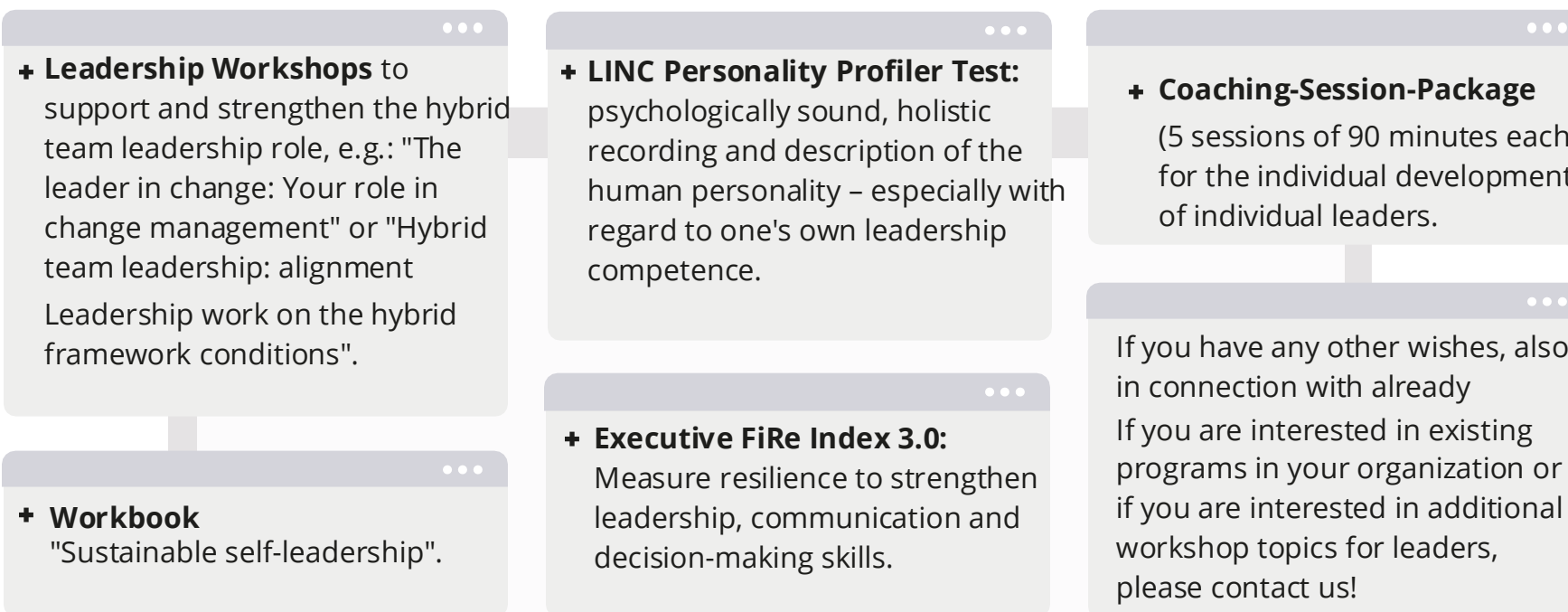
- ✓ **Planungs-Workshop** (2-3 hours) for conception and Coordination of the process for in-house implementation.
- ✓ Detailed **Kick-Off and Intro Communication** to all leaders via e-mail.
- ✓ **One-day workshop** (face-to-face or online) – Contents: Introduction to the entire development path, (methodology, approach) Strengthening one's own understanding of one's role and communication competence as a leader, introduction of the self-reflection methodology and peer groups.
- ✓ **Accompanying self-reflection questions** 14 days each about our Energy through Development Learning Platform, supplemented by **content-related impulses** as well as further learning opportunities
- ✓ **Online-Impulse** (2 hours) on the topic of "Self-leadership as a key competence for successful employee management".
- ✓ Accompanying, guided collegial exchange in **Peer-Groups**.
- ✓ **One-day in-depth workshop** (in person or online) – Contents: further communication tools for leaders, successfully managing conversation dynamics, strengthening one's own effectiveness in the leadership role.
- ✓ **Community Calls** (14 days) to clarify open questions, for collegial advice, intermediate retrospectives or similar.
- ✓ **Ongoing support** through direct contact persons from the Energy through Development team via our learning platform.
- ✓ Joint **Final Retrospective** (1 hour online).
- ✓ Regular **Status-Calls** for monitoring the development path (max. 3 calls of 60 minutes each) when carried out in-house.



# EXTENDED PACKAGE & OPTIONAL MODULES.

Deepen leadership skills and strengthen sovereignty.

If you want an even more intensive development of your leaders, you can optionally book the following modules in addition to your basic package:





DEVELOPMENT PATH

FULL LEADERSHIP POWER AHEAD!

# AT A GLANCE



## FOR WHOM

Experienced leaders who want to expand their skills in a targeted manner and master the challenges of the modern working environment with confidence.



## TIME INVEST

Approximately 30 to 35 hours



## DURATION

The duration of the Development Path is approx. 3-4 months



## GOAL

In this Development Path, experienced leaders learn to fulfill their demanding leadership role consciously and effectively, to develop their teams successfully and to meet the challenges of transformation and change with aplomb.

Through practical approaches in delegation, decision-making, change and conflict management as well as supplementary topics such as systemics and dealing with emotions, they gain an understanding of the dynamics in teams and organizations, which creates the basis for long-term corporate success.

## INCLUDED MODULES - BASIC PACKAGE

- **Kick-off meeting** (approx. 2 hours).
- **Workshop** (full day) on change and conflict management
- **Self-reflection questions** about our digital Energy through Development learning platform.
- **3 online impulses** (90 minutes each) on the topics:
  - "Systemic management"
  - "Dealing with emotions"
  - "Motivation and inspiration"
- Self-organized **peer groups** for practice, consolidation and exchange in the context of collegial consultation
- **Community calls** (once a month) to clarify open questions, form networks and delve deeper into individual topics, etc.
- **Ongoing support** from direct contacts from the Energy through Development team via our learning platform.
- **Support through supplementary learning opportunities** on our digital learning platform, such as learning videos, specialist articles and podcasts relating to the respective stage topic.
- **Retrospective** (approx. 1 hour) for an individual summary of your own development.

# ADAPTING TO CHANGE

In a constantly changing world, it is essential, even as an experienced leader, to constantly develop your own leadership skills and understanding of your own leadership role. Not least in order to be able to successfully deal with the increasing and more complex challenges and ensure the success of the company.

Today, our environment is changing faster than ever before, and the tasks and challenges facing leaders are growing as a result. While technological change demands changes to processes and working methods, new strategies are needed at the same time due to changing market conditions.

Employees today place different demands on management and want to help shape the framework conditions of their work. Hybrid collaboration and its establishment as a way of working is just one example of the challenge for leaders to constantly adapt to new trends, technologies and market conditions.

The continuous development of leadership skills enables leaders to successfully lead their team and their organization through change.

Don't forget: in times of skills shortages, leaders play a key role. Just think of the impact on employee retention and development. By developing leadership skills, you create the basis for a motivating working environment and the promotion of team members with the aim of developing their full potential. The company benefits from higher employee satisfaction, better performance and the resulting long-term success for the entire organization.

A continuous examination of management and leadership concepts and techniques will therefore strengthen the personal innovative ability of each individual person. This helps to ensure that the company remains competitive and that you can exploit new opportunities in a constantly changing market environment.

Take your leadership skills to the next level with our **Development Path Full Leadership Power Ahead!**

# BENEFITS FOR YOUR COMPANY

- **Strengthening the quality of leadership**

Leaders who continuously develop their skills make a significant contribution to the stability and performance of the company. They are able to meet the increasing and complex requirements and lead the company safely through change.

- **Higher employee satisfaction and loyalty**

Even in times of transformation, your leaders create a motivating working environment in which employees feel heard and supported. This improves loyalty to the company and counteracts the shortage of skilled workers.

- **Adaptability and competitiveness**

Your leaders are able to react quickly to technological and market changes and develop new strategies, which ensures the company's competitiveness.

- **Productivity and efficiency**

Sound leadership improves internal processes and increases team performance. Conflicts are managed proactively and effectively, which stabilizes work processes.

# BENEFITS FOR THE PARTICIPANTS

- **Deepening the leadership role**

Participants gain a deeper understanding of their multi-faceted role as a leader and learn how to successfully lead themselves and their team through change.

- **Conflict management and team development**

Participants learn techniques for conflict resolution and methods for promoting team development - especially in dynamically developing environments. This enables them to establish productive and harmonious team dynamics.

- **Self-confidence and development power**

Continuously engaging with new and proven leadership concepts strengthens confidence in one's own leadership skills. This leads to a greater willingness and ability to change.

- **Role model function**

By actively investing in their development, leaders set an example of the importance of lifelong learning. This also inspires their teams to continue their professional development and contributes to a positive corporate culture.



# THE CONTENTS

The contents of the development path are carefully selected and build on each other.

## Online impulse 1

### "Systemic management"



- Introduction to systemic thinking
- Recognizing, understanding and controlling system dynamics
- Using a change of perspective as a management tool

## Presence workshop

### "Change and conflict management"



- Phases and elements of a change process
- Team and employee management during change
- Success factors for change
- From error culture to learning culture
- Promoting cross-generational cooperation
- Recognize conflicts in good time
- Successful conflict interventions
- Conduct de-escalating appraisal interviews

## Online impulse 2

### "Dealing with emotions and resistance"



- Recognize emotions early on
- Dealing constructively with your own emotions
- Dealing constructively with the emotionality of others

## Online impulse 3

### "Motivation and inspiration"



- Story-telling as a management tool
- Motivating and inspiring employees
- Promote personal responsibility, especially at middle management levels

As we know not least from the latest research findings in neuroscience and brain research, but also from our own experience, frontal knowledge transfer is not effective. That is why our workshops and online impulses are always structured in such a way that they address different levels:

- the cognitive level, i.e. the intellect,
- the somatic level, i.e. sensation and experience,
- the emotional level, i.e. the emotions.

These three levels together enable holistic learning. Our courses alternate between different didactic methods and there are always opportunities for practical exercises, discussion and self-reflection.

# THE BASIC PACKAGE

Based on our many years of experience, we have put together a basic package for the successful development of your leadership skills that effectively combines various facets of leadership.

Thanks to the holistic approach in terms of content and methodology, leaders and those being led benefit equally. You can then use the results to implement tangible changes in your team and your company.



- ✓ **Planning workshop** (2 - 3 hours) for the conception and coordination of the procedure for in-house events.
- ✓ **Kick-off communication via e-mail and the learning platform** for all participants.
- ✓ **5 self-reflection sheets** on our digital energy through development learning platform.
- ✓ **3 online impulses** (2 hours each) for specific input on concrete topics.
- ✓ **Presence workshop** (1 day)
- ✓ **Guided peer groups** for accompanying, guided peer counseling
- ✓ **Supplementary learning opportunities** on our digital learning platform, such as videos, articles and podcasts, in line with the respective stage topic.
- ✓ **Community calls** to clarify open questions, for collegial consultation, interim retrospectives, etc.
- ✓ **Ongoing support** from a direct contact person from the Energy through Development team.
- ✓ **Retrospective** (90 minutes, online) for an individual summary of your own development.
- ✓ **Regular status calls** to monitor the development path (max. 3 calls of 60 minutes each) for in-house implementations.



# EXTENDED PACKAGE & OPTIONAL MODULES FOR UPPER MANAGEMENT

Are you looking for even more intensive development for yourself and your leaders?  
Then you can optionally book the following modules in addition to the basic package:

## + DISC test

Scientifically based test for recording behavioral preferences and promoting constructive communication and cooperation

## + supplementary presence workshop

e.g. "Strategic tools for leaders", "Dealing with different personalities", "Strengthening corporate culture" or "Establishing a feedback and learning culture"

## + Coaching session package

5 sessions of 90 minutes each  
for individual development of individual leaders.

## LINC Personality Profiler Test

Psychologically based, holistic assessment and description of the human personality - especially with regard to one's own leadership and communication skills.

## + supplementary online imports

e.g. "Coaching tools for leaders" or "Unconscious prejudices - unmasking distortions in perception"

If you have further requests, also in connection with existing programs in your organization, or if you are interested in additional workshop topics for leaders, please contact us!



**DEVELOPMENT PATH**

# THE LEADER AS COACH

Professionally support employee development as a leader.

# AT A GLANCE



## FOR WHOM

Leaders (all levels)



## TIME INVEST

Approximately 30 to 35 hours



## DURATION

The duration of the development path is approx. 3-4 months



## GOAL

- Strengthen your understanding of your role and your competence.
- Developing coaching skills as a leader
- Competent support for internal coaching processes.
- Gain new insights and practical tools for your self-efficacy and everyday leadership.



## INCLUDED MODULES - BASIC PACKAGE

- **Kick-off meeting** (approx. 30 min. online per person)
- **Two two-day workshops in presence**
- **Self-reflection questions** about our digital Energy through Ddevelopment learning platform
- **Self-learning opportunities** on our digital learning platform, such as learning videos, podcasts and specialist articles to prepare for the workshops
- **Community calls (once a month)** to clarify open questions, form networks and delve deeper into individual topics, etc.
- **Retrospective** (approx. 30 min. online per person) for joint conclusion and reflection on the development path
- **Ongoing support** from the trainer via our learning platform



# Leadership as a success factor

Leaders can have an intensive personal development effect through their daily collaboration with their employees. Various coaching tools can help to encourage and support your employees in their development. At the same time, your role as a leader in internal coaching situations also brings some challenges for everyone involved. As a leader, you also have a hierarchical relationship with your employees, which leads to dependencies.

Good preparation for this is therefore particularly important. Most coaching training courses pay little or no attention to this topic.

## We therefore refer to

an intensive look at yourself as a leader, at your self-image, at your self-reflection and your own reactions. We take into account the special relationship situation when coaching is not carried out by an external coach, but by you as a leader, i.e. within the company.

For successful leadership, it is also important to have a good knowledge of yourself and your own attitude. Self-reflection is also a relevant component of our development path.

We also look at the basics, forms and areas of application of coaching, helpful tools and methods as well as communication and processes.

Our well-founded development path will strengthen you in precisely these important areas and **sharpen your leadership skills fundamentally and comprehensively.**

## Systemic approach

Teams are always fluid and flexible social entities (systems).

Every person, with all their inner parts, is already a system. People together form a team and therefore a system. An area consists of different teams and also forms a system. In projects, different people from different systems work together and again form a system.

As with a mobile, there are always relationships in cooperation. The individual relationships cannot be viewed in isolation from each other, but are directly connected. Interactions and dependencies must also be taken into account in coaching management.



# BENEFITS FOR YOUR COMPANY

- **Promoting employee development**  
Leaders learn to use coaching methods to support employees in their personal and professional development, which increases competence and motivation in the team in the long term.
- **Effective conflict management**  
Participants master target-oriented conflict resolution methods that contribute to the stability of internal processes and a harmonious working environment.
- **Adaptability in complex systems**  
The systemic approach enables leaders to react flexibly to changes and effectively manage the dynamics in teams and projects.
- **Strengthening internal coaching skills**  
The focus on in-house coaching enables cost-efficient and sustainable personnel development.
- **Optimization of management communication**  
Leaders deepen their knowledge of communication processes in order to lead clearly and effectively in VUCA times.

# BENEFITS FOR THE PARTICIPANTS

- **Strengthening self-reflection and self-confidence**  
Participants develop a strengthened self-awareness and gain clarity about their own attitude and leadership behavior.
- **Targeted development of coaching skills**  
Leaders learn well-founded tools and methods to support employees individually and successfully accompany change processes.
- **Competence in dealing with interpersonal dynamics**  
The psychological aspects of interpersonal relationships are dealt with intensively in order to act appropriately in complex team situations.
- **Confidence in change processes**  
Participants are empowered to identify new perspectives, promote solutions and maintain an overview even in challenging times.
- **Systemic understanding of team dynamics**  
You will learn to recognize the interactions within teams and projects and to lead them sustainably using a systemic approach.



# WHAT WILL CHANGE FOR YOU THROUGH THE DEVELOPMENT PATH

You should definitely be there if you want to **upgrade your leadership skills!**


## BECAUSE ACCORDING TO THE DEVELOPMENT PATH YOU WILL

- **know themselves better.** You will have a consolidated sense of self-awareness, which is necessary to successfully face professional (and private) challenges.
- **reflect on and sharpen** your leadership skills.
- **successfully support** your employees and your team in development and change processes.
- support your employees and your team in **discovering new perspectives, developing themselves further, and finding solutions.**
- **master goal-oriented conflict management.**
- **know tried-and-tested methods** that allow you to maintain an overview in all situations.
- **have helpful tools at hand** to lead successfully even in VUCA times.
- **better understand the psychological aspects of interpersonal behavior** in order to always be able to act appropriately.

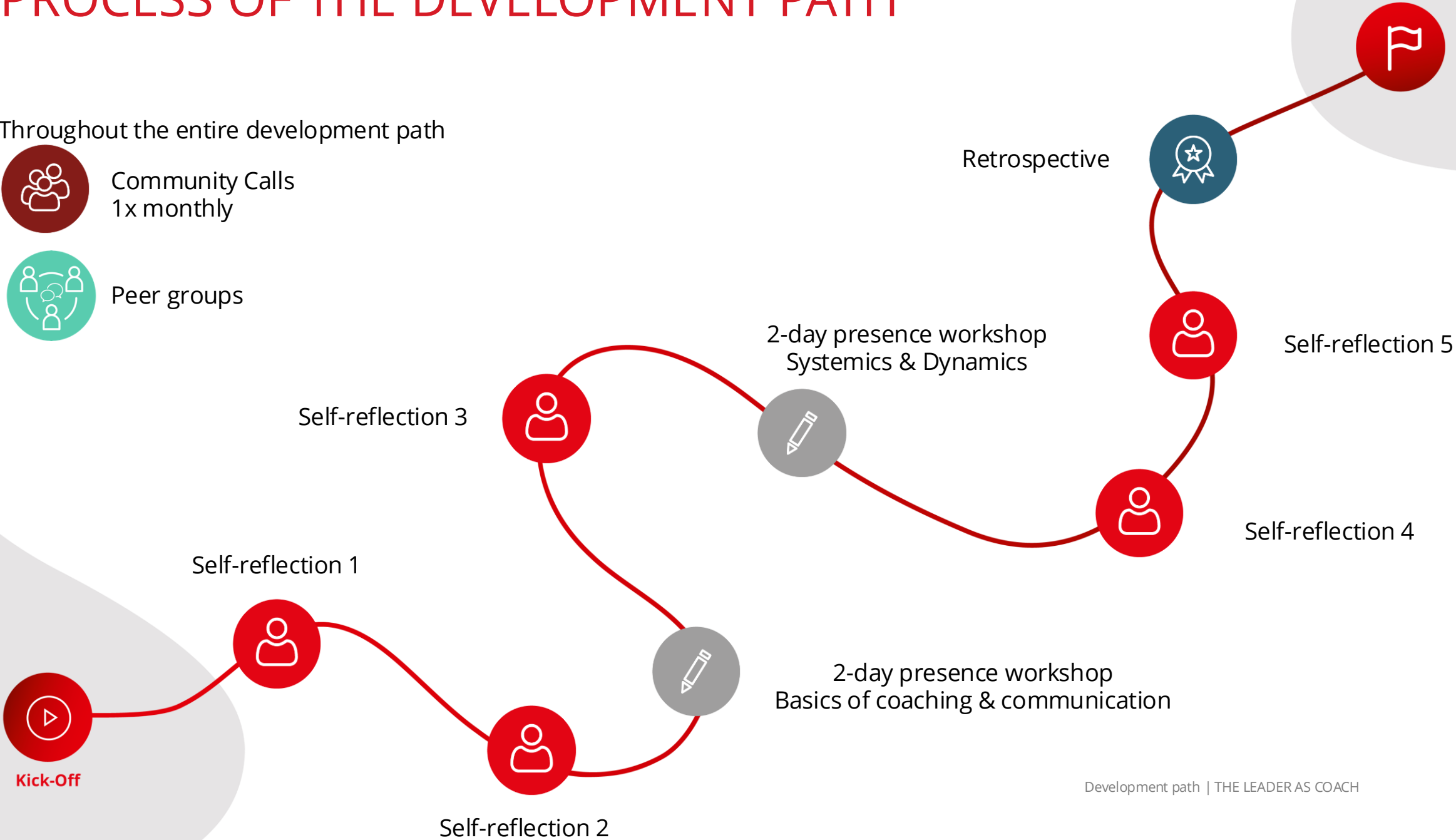


# PROCESS OF THE DEVELOPMENT PATH

Throughout the entire development path

Community Calls  
1x monthly

Peer groups





# OUR CONCEPT

The development path "The leader as coach" consists of various carefully selected modules that have been intensively tested in practice.

## Personal kick-off meeting

In an approx. 30-minute kick-off meeting with each participant, we clarify individual expectations and questions that can then be taken into account in the respective workshops!

## Workshops

In two two-day workshops, you will learn all the relevant basics of coaching and the coaching process as a leader and practise all the relevant techniques and tools that you need as a coaching manager. You will receive continuous feedback from your experienced trainer.

## Video impulses

Our video impulses provide you with additional valuable tools for your coaching practice as a leader.

## Self-reflection

As part of the development path, you will be provided with regular self-reflection sheets. Among other things, self-reflection helps you to question your attitude as a manager in the coaching role and to become more aware of your communication and behavior towards your employees.

## Continuous support

During normal office hours, we are also available to answer your questions via the learning platform or by e-mail. Send us a message and we will get back to you within 24 hours!

## Peer groups

Self-organized practice of coaching tools and guided peer consulting. This enables participants to clarify challenging situations from everyday management coaching and any role conflicts.

## Self-study

In preparation for the workshops, you will receive documents on methods and tools for self-study. These will then be examined in more detail in the workshops and transferred to everyday life.

## Retrospective

In a personal retrospective with the trainer, each participant can reflect on their findings from the development path and transfer them to everyday life.

# CONTENTS OF THE WORKSHOPS

## Workshop 1

- Basics and phases of the coaching process
- Distinction between leadership and coaching
- Areas of application, benefits, possibilities and limits of coaching in the leadership role
- Goals and framework of leadership and coaching
- Basics of communication
- Building relationships and trust
- Dealing with conflicts of interest
- Active listening
- Systemic questioning techniques

## Workshop 2

- Sharpening your own systemic view of the team
- Activate the systemic view of employees
- Enabling a change of perspective
- Activation and motivation of employees
- Dealing with conflicts of interest
- Managing different discussion dynamics
- Practical tools and methods for coaching practice as a manager
- Promoting knowledge gain
- Making insights and changes visible and tangible

Our development path is structured in such a way that it addresses different cognitive levels:

- the cognitive level, i.e. the intellect,
- the somatic level, i.e. sensation and experience,
- the emotional level, i.e. the emotions.

These three levels together enable holistic learning. Our courses alternate between different didactic methods and there are always opportunities for practical exercises, discussion and self-reflection.

# THE BASIC PACKAGE

Based on our many years of experience, we have put together a basic package for the successful development of your managers that effectively combines various aspects of leadership and self-leadership.

Both leaders and those being led benefit from this thanks to the holistic approach in terms of content and methodology.



Your development path contains:

- **Kick-off meeting** (approx. 30 min. online per person).
- **Two two-day workshops in presence**
- **Self-reflection questions** (fortnightly) about our digital energy through development learning platform.
- **Self-learning opportunities** on our digital learning platform, such as videos, podcasts and specialist articles to prepare for the four workshops
- Accompanying, guided collegial exchange in **peer groups**.
- **Retrospective** (approx. 30 min. online per person) for joint conclusion and reflection on the development path
- **Ongoing support** from the trainer via WhatsApp or our learning platform

# EXTENDED PACKAGE & OPTIONAL MODULES

## Deepen coaching competence

If you would like to develop your managers even more intensively, you can optionally book the following modules in addition to your basic package:

### + DISG Personality Test

Analyzes individual behavioral styles and personality traits and helps to better understand them, making it easier to respond to the needs and communication styles of others.

### + LINC Personality Profiler Test:

Psychologically based, holistic assessment and description of human personality, motives and competencies.

### + Coaching session package

(5 sessions of 90 min each) for the individual development of your own attitude as a coaching manager.

### + Executive FiRe Index 3.0:

Measuring resilience to strengthen leadership, communication and decision-making behavior.

If you have further requests, also in connection with existing programs in your organization, or if you are interested in additional workshop topics for managers, please contact us!

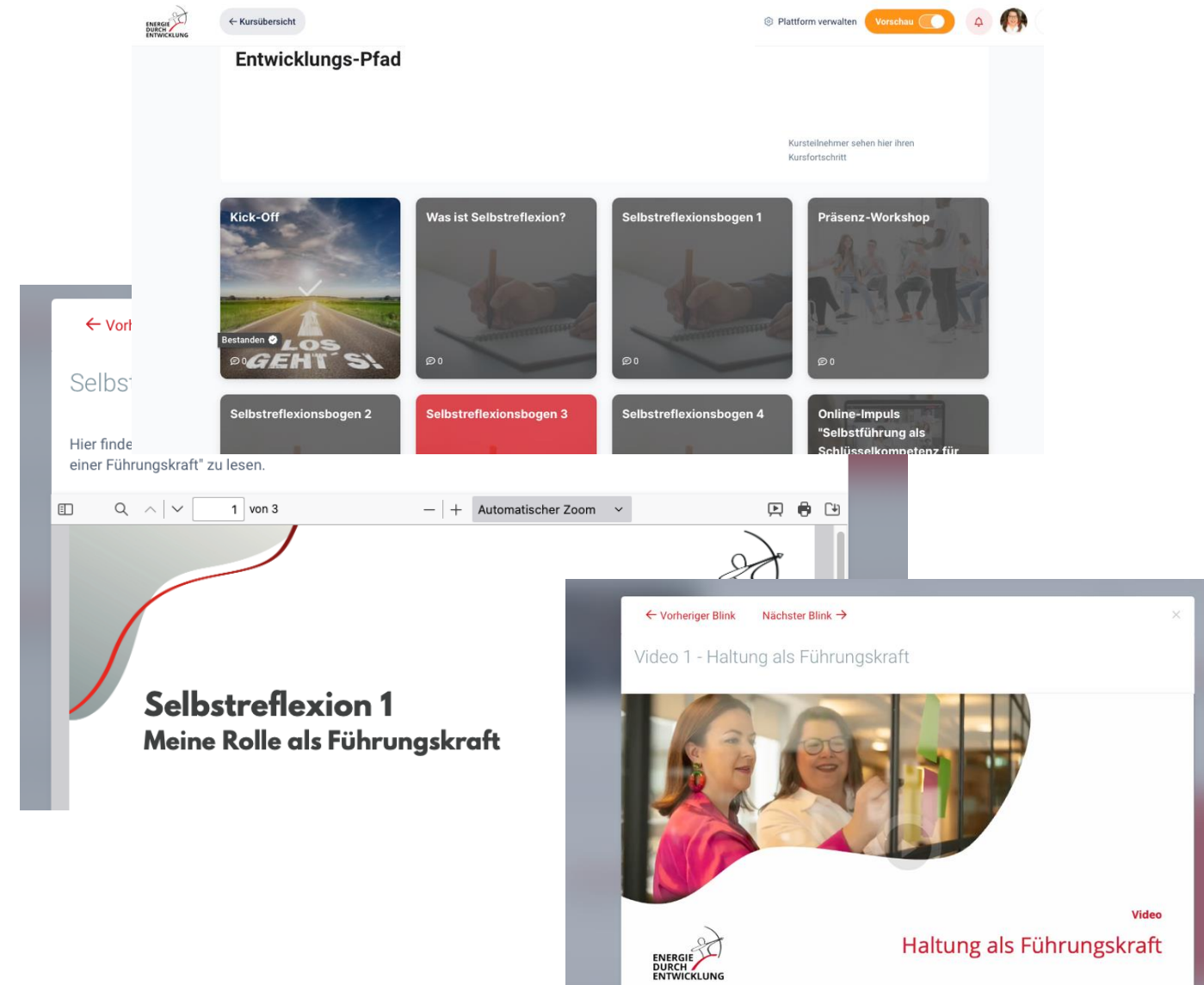


# OUR LEARNING PLATFORM

Our learning platform offers participants in our development paths a flexible and effective way of integrating their training into their everyday lives. Thanks to mobile use, they can access learning content anytime and anywhere - whether at work, at home or on the move. This saves time and allows them to learn at their own pace.

With interactive modules, practical exercises and an intuitive user interface, learning is not only simple but also motivating. This platform helps participants to consolidate their knowledge in the long term and apply it directly in their day-to-day work.

Reminder functions and progress overviews allow them to keep track of their learning goals and stay on the ball. Participants receive emails at predefined times informing them about new content such as self-reflection sheets, etc.



If you have any questions,  
please do not hesitate to contact us.

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