

# New to Leadership

## A Development Program for Mindful and Strategic Leadership

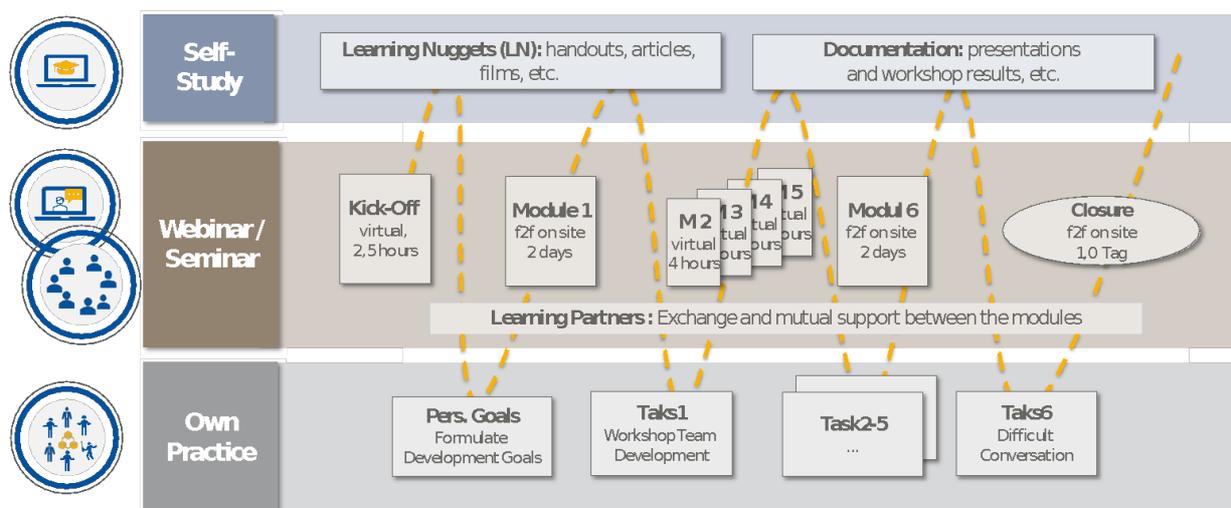
**Target Group:** You will be taking on a leadership role in the near future or have recently become a leader.

**Objectives & Benefits:** New to your leadership role, you face demanding challenges that require new behaviours at different levels. You operate in a field of diverse interests. You need sustainable relationships in your network. You want to achieve goals and deliver results with your team.

In this program »New to Leadership« you will ...

- learn the essential tasks, approaches and methods of mindful and strategic leadership,
- benefit directly in your own leadership practice from this development program,
- have the opportunity to practice and develop your own leadership behaviour,
- be strengthened in your role as a leader, and gain confidence in dealing with difficult leadership situations,
- learn how to develop your team into a high-performance team,
- exchange ideas intensively with other participants,
- work on questions from your current practice (collegial coaching),
- receive individual support in your personal development from an experienced coach/trainer.

### Architecture



In this learning journey we combine different learning spheres: Self-Study, Webinar / Seminar, Own Practice. We also blend virtual and in person meetings (hybrid learning).

**Contents:** Kick-off: Organize and start the learning journey.  
Understanding and shaping your role as a »leader«: What are the key leadership tasks? Which leadership style could you use to increase your effectiveness?  
Stakeholder management: How can you recognize and align different interests?  
Constructive conversations: How (with which procedures and techniques) do you conduct difficult conversations?  
Achieving goals, managing tasks: How do you agree on goals, distribute tasks and achieve results?  
Self-leadership: How do you manage yourself - even in critical situations? How do you increase space for your leadership activities (delegation)?  
Team development: How can you develop communication and cooperation in your team towards becoming a "high performance team"?  
Meeting & Workshops: How can you foster the dynamics and creativity of a group to achieve good results?  
Personality Types: How can you identify and distinguish between personality types, and lead people accordingly?  
Manager as "coach": How do I activate employees' potential?  
Conflict management: How can you deal with conflicts so that viable solutions become more likely?  
Questions, real-life situations, and participants' topics.

**Duration:** 9,5 days

**How we work:** We attach great importance to agreeing targets with the parties involved. These are reviewed and adjusted where necessary.  
We strongly believe that working with concrete problems from everyday management both intensifies learning and facilitates the transfer to practice. We use a variety of experiential forms of learning: role-playing, simulations, real-life scenarios, etc.  
Exchange of experiences between participants is deliberately encouraged to learn from each other, promote networking and get to know different ways of thinking, different processes, and different work cultures.  
Our learning activities are enhanced by the latest findings from science and research.  
Learning partnerships and hands-on assignments support the anchoring and deepening of learning between modules.  
Learning nuggets (LN) are provided which avoids long lectures in webinars / seminars.  
Participants' executives, as well as guests from management, are involved in the program (if desired).