

THE POWER OF EXPERIENCE

Experience is a truer guide than the words of others. (Leonardo da Vinci)*

One-to-one leader training (experience-oriented):

Leader's Excellence – Experience Leadership!

Take the lead now!

**Are you a leader? Will you start to be one?
Do you have a leading position or
do you experience yourself as a leader?
Do you lead in a lively way?**



Are you aware of the strengths, weaknesses and individuality of each member of staff? And how does each member of staff experience you with your strengths, weaknesses and individuality?

Are you aware of differences and nuances? Are you mindful? How do you experience working with your colleagues? How do your customers experience you?

Do you think the **liveliness** of your company is a **competitive advantage**?

Do you think of it as the precondition for inspiration, excellence, passion for innovation, customer orientation, flexibility, dynamism and speed? Could energy and liveliness be the basis for joy, balance and a vital, people-centred **corporate culture**.

Do you live life to the full, both professionally and in private? Yes, also at work because life is a continuous flow.

Do you lead your brain, your mind and your thoughts? Do you lead yourself? Is your leadership based on values? Which three values are the most important ones for you? Do you actively live by them?

Do you love to lead? Do you always invent new possibilities to inspire, to convince your staff? Do you act effectively, convinced and consistently?

Do you put your heart and soul into everything you do? Can you let people do their job in their own way and only discuss the results?

Leader's Excellence is born of passionate, inspired and lively leadership experience in the adventure playground of modern business.

The characteristic of liveliness is change. Development which reflects changes in the market makes people and companies successful.

Lively, people-centred leadership gives staff what keeps them healthy, motivated and productive and makes them identify with their employer: social and professional recognition, self-organisation, good professional contacts, timely solution-oriented support and conflict resolution, meaningful tasks and appreciation.

*Over the course of 10 months, we take 10 days to work on the 10 most important building blocks of excellent leadership. This approach leads to successful personal development which is sustainable, transferable and which enables responsible and effective leadership. Moreover, the modules of the one-to-one leader training can also be adapted to suit your personal circumstances and requirements. The one-to-one training is more intensive, more productive and less time-consuming than comparable group training. The development period of ten months is sufficiently long to allow sustainable change and internalisation. The one-to-one- leader training offers maximum flexibility, because location, time and beginning are freely selectable.

Module 1: Playing the leading role?

The leader's role: function/ different leadership styles,
Between leading and being led: a reflection of your leadership competence

Module 2: A team is more than the sum of its members. (Inspired by Fritz earls)

Team roles, stages of teambuilding, team management, teaming up with passion

Module 3: Leadership = communication

Effective communication, communication models, mentalizing,
conflict competence, staff appraisal, critical conversations, feedback and target-setting meetings

Module 4: The price of leadership is responsibility.

Delegation competence: trust and responsibility,
coordination and cooperation, project management

Module 5: I want to be wonderful and win your hearts. (inspired by Monroe und Ghandi)

The ability to motivate an persuade, presentation competence,
moderation of meetings, commitment and performance

Module 6: Customer orientation

Finding a solution for the customer and implementing it

Module 7: Creativity is hard work.

Creativity and readiness to innovate

Module 8: There are no right decisions. There are only decisions.

Decision-making competence, methods, conditions, training and acting

Module 9: Nobody is an island.

Systemic thinking and flexibility

Module 10: Modern leadership: supporting and promoting!

The four maxims for successful leadership, conclusion of the training, certification

In the time between the modules, the coachee is going to work on transfer tasks, which are then revisited and evaluated in the following module. There is continuous support throughout the duration of the course by phone or by email.

3 Every module begins with a theoretical introduction followed by an individual analysis based on the coachee's personality and situation, a study of the topic and subsequent target-setting and planning, formulating an implementation strategy and a defining of ways to measure success. This is followed by an experience-oriented practical part, which sustainably anchors what the coachee has learnt and applied in his daily business.

Group training and the booking of individual modules is available by special request.