

manage
or lead?

Management training and programmes

Goals and benefits

Accompanying and supporting employees in the digitalised world and dealing with the resulting uncertainties is becoming more demanding. Managers must be able to meet employees and teams at eye level, motivate them and accompany them competently through change processes. Agile leadership skills are gaining in importance as a result: Solid social skills in cooperation, role flexibility in leadership and self-reflection are key success factors in adaptive and ambidextrous leadership.

For the development of leadership skills, we rely on a mix of well-founded expert inputs pertaining to leadership issues as well as opportunities to immediately try out and reflect on what has been learned. **Tailor-made development centres** as well as **leadership development programmes and training courses** are effective tools to help our clients establish a new leadership culture and to **support transformation**. In our practice-oriented training courses, participants take an in-depth look at their understanding of their role and their leadership style. They reflect on their own behavioural patterns and exchange ideas for implementation and everyday issues

Using open and continuous feedback and peer coaching sequences, they develop their leadership skills and consolidate their social skills and leadership style step by step.

Methods and contents

- Brief theoretical inputs based on current leadership knowledge
- Plenary discussions, individual reflection and in-depth exploration using diagnostic personality procedures
- Option to explore individual topics more deeply through coaching
- Practice-oriented, intensive exercises in small groups, some with video support, regular feedback loops
- Peer coaching for the transfer and integration into own leadership practice
- Integration of the management in the programme
- Support in anchoring what has been learned in the existing management tools and processes
- Targeted individual preparation and follow-up of the contents

Overview of management training courses

Management development programs	Classic and agile management	Promoting transformation	Communication and leading discussions
<ul style="list-style-type: none"> • Customised development centre (potential analysis) • Talent management programs • Modular management development programme 	<ul style="list-style-type: none"> • Leadership 4.0 – strong leadership for the future • Leading in the VUCA world – agilely and flexibly • From manager to coach – employee coaching for agile leaders • Team dynamics and employee motivation – boosting employee satisfaction 	<ul style="list-style-type: none"> • Change management – dealing with change • Reflecting on cooperation through team retrospectives • Promoting an open error and feedback culture • Motivating employees in challenging times 	<ul style="list-style-type: none"> • Conducting difficult discussions – for a confident appearance • Understanding and solving conflicts – sustainably breaking down barriers • Successful negotiating and selling – conducting discussions and negotiations • Interview training – asking the right questions in the right way • Preparing and conducting fair exit interviews

Customised and flexible

We work with you to determine the future requirements for your managers and, based on this, determine the central focal points and appropriate methods. We define the suitable actions, develop a concept, and schedule the next steps for the further development of the leadership skills. We will be happy to draw up an offer tailored to your needs on request.

Face-to-face or remote

We conduct our workshops both at the premises of your choice, entirely remotely or in hybrid formats.

The combination of online sections and on-site implementation facilitates a very flexible design to meet your needs.

Languages

German, English, Italian