

Leading a business ... healthily, ethically, successfully ... is fundamentally about leading people ... which necessarily incorporates leading oneself. There is no separation. Leading is Inside-Out work. Business is about people; technology is a supporting enabler. This will never change.

As a leader of people, you play a crucial role in cultivating the environment in your organisation and thereby, automatically, in society. The responsibility is huge and can be psychologically draining.

You are dealing simultaneously with pressure from people to whom you report, those who report to you, organisation politics, perhaps regional political pressures, business challenges, possibly conflicts with customers, suppliers, competitors, partners, colleagues ... while needing to support, nurture and positively challenge employees ... while providing orientation and clarity even when the environment is shrouded in such a thick fog that you are struggling to form a clear picture ... while communicating unpopular decisions that affect the lives of others and their families. The pressures can be relentless. Human behaviour is inherently unpredictable. Such is the beautiful messiness of life.

"How am I going to cope with these pressures?", you may ask yourself.

"How am I and others going to develop and thrive in this challenge?", is the more pertinent Question.

Our Focus: enabling you to thrive as a leader so your people can thrive in their work, indeed, in life generally. While everybody is responsible for the quality of interactions and business outcomes, as a nominal leader you unavoidably provide an example for others to follow.

We will work practically and experientially ... with the intricate messy interdependencies of life, encompassing ethics, dignity, business pressures, personal and business conflicts, patterns, values, attitudes towards fellow human beings and the world, integrity, uniqueness, resilience, power, constraints, value, perceptions ... and above all ... the quality of the relationships we cultivate. This list is not exhaustive. No list can be. You will have plenty of space to bring in personal challenges.

Who is this for?

Anybody with formal responsibility for leading people ... all nominal leaders, including, founders, senior managers, executives, department heads.

How you will benefit

- You will become acutely aware of the patterns and motivators that influence your personal leadership style, and how your BEing shapes the working environment for others.
- You will be able to recognise and work with the visible and invisible challenges, constraints and traps inherent in leading people.
- You will discover the Questions you need to ask yourself to enable you to adapt your interactions with others according to the situation, without compromising your integrity.

Feel invited to contribute actively. Learning with one another enriches the experience for all.

Working Language

This programme can be facilitated in English or German.

Time Investment and Scheduling

In-person: ... the ideal format for this programme. Availability subject to Covid-related restrictions.

Phase I: 2-days intensive. *Phase II:* 1-day follow-up deep dives every 3-4 months.

Online: Recommended where Covid-related restrictions prohibit in-person workshops.

Phase I: 6 sessions of 2 hours each. *Phase II:* 2 x 2-hour follow-ups every 3-4 months.

Financial Investment

Please contact me to discuss your specific needs.