Leadership Evolution I: Agile Leadership – best practices and mastering change – a unique digital, agile learning journey

Summary

Mastering agile transformation, daily new changes in processes and personnel issues, increasing complexity of everyday management with simultaneous information overload and daily struggle for priorities and attention - the future places high demands on managers. They directly influence the understanding of leadership and a fundamental reorientation of leadership roles: from the instructional giver, technical expert and classic manager to the potential and team developer, coach and leader. This requires a radical rethinking and learning among managers. Learning, personally and in the team, gains a whole new dimension.

"Leadership Evolution: Agile Leadership – best practices and mastering change" enables managers to achieve clarity about the change in their personal leadership role and management tasks. Learn what it means to be an agile leader while remaining authentic, strong in implementation and focused. Powerful tools and best practices will also help you to initiate change and development processes and achieve sustainable improvements. You will receive innovative impulses and get to know highly effective tools and methods to win over employees for change and achieve top performance in the organization. You become part of a unique virtual group - learning journey.

Learning objectives

- Agile Leadership – a question of attitude and mindset
- Stimulate change and improvement processes with a positive impact on success
- Understanding the necessary adaptation of different guide roles, and tasks
- Strengthening and development of the leadership personality, - and identity
- Strengthening of assertiveness and clarity of decisions through open and targeted communication and sharing of information
- Learning as a success factor for successful change

Content

- Identity as a success factor: Using the innovative tool of the "High Performance Pyramid
- "Evolution of Leadership: More Coach and Leader - Adaptation and Differentiation of Roles"
- Tool for sustainable change & improvement: "Change Performance Loops"
- Leadership presence - Leader - energetic and inspiring
- Concept of the digital learning journey consisting of virtual learning shops, mentoring on the job and reflection units

ap Führungs**Kultur**
Strategieberatung, Agil Führen, High Performance Teams

Leadership Evolution II: Developing High Performance Teams – best practices – a unique digital, agile learning journey

Summary

In an increasingly complex day-to-day management environment, the development of high performance teams is one of the greatest challenges for managers. In addition to the daily struggle for priorities and constant change, it is important to create a reliable framework so that team members can jointly deliver the best possible performance. In addition to a fundamental reorientation of the own leadership role: towards potential and team developer, coach and leader, it requires a new way of learning for managers. Learning, personally and in the team, becomes crucial for the performance of teams and thus gains a whole new dimension.

"Leadership Evolution: Developing High Performance Teams – best practices" enables managers to effectively use the building blocks of high performance teams and to independently achieve top performance with their teams. Learn how to build the foundation of a high performance team and keep the team's focus high throughout the year. The clarity of a team's identity, DNA, becomes crucial for success. Participants receive powerful tools and best practice impulses to inspire and bring out the best in their team as leaders, so that team members are ready to put on the corporate jersey and sweat in it. They gain insights into a possible feedback and learning culture for their teams. They also discuss viable ways of dealing with naysayers and those with concerns. You become part of a unique virtual group learning journey.

Learning objectives

- Effective methods and tools to develop (cross-functional) high performance teams
- Use the success factor "qualitative time-outs"
- "Make it visible" - leading team members to excellence
- Learning as a success factor for successful change and team performance
- Dealing with "Blockers" and those with concerns
- Establishing a "Winning Culture" with High Performance Teams

Content

- Development of high performance teams - with structure and clarity achieving and visualizing developments and results in the team
- Leadership presence - Leader - energetic and inspiring
- "Evolution of Leadership: More Coach and Leader - Adaptation and Differentiation of Roles"
- Concept of the digital learning journey consisting of virtual learning shops, mentoring on the job and reflection units

ap Führungs**Kultur**
Strategieberatung, Agil Führen, High Performance Teams

Leadership Evolution III: Peak Performance for Scrum Master – achieve top performance in teams with attitude, mindset and best practices – a unique digital, agile learning journey

Summary

Encouraging and challenging permanent performance of teams and team members, organizing creative Scrum events, finding the right balance between necessary changes and the personal need for security, managing stakeholders while being flooded with information as well as the daily struggle for priorities and attention - the future places high demands on Scrum Masters. In order to live "servant leadership", a special attitude and mindset is required. Clarity about personal identity and its presence is essential. "Make it visible" and learning, personally and in a team, gain a new dimension.

"Peak Performance for Scrum Master – achieve top performance in teams with attitude, mindset and best practices" provides reflection possibilities to sharpen your identity as a Scrum Master. It enables Scrum masters to recognize and use the essential set screws for the development of (cross-functional) high performance teams in a practical way. Participants learn about highly effective tools and methods to fully exploit the potential of Scrum Events. "Make it visible" becomes core competence. Retros, reviews, dailies and further "time-outs" become game changers of team development. Through various reflection loops the participants gain a lot of self-confidence in their leadership identity as Scrum Master. They become part of a unique virtual group - learning journey.

Learning objectives

- "Servant Leadership" - a question of the right attitude and mindset
- Strengthening and development of the leadership identity
- Effective methods and tools to develop (cross-functional) high performance teams
- Increase effectiveness of Scrum Events
- Change Master: Stimulating change and improvement processes - the right level of disruption
- Strengthening the assertiveness and clarity of decision making of other stakeholders through leadership presence
- Marketing and monitoring of developments and successes

Content

- Identity as a success factor: Using the innovative tool of the "High Performance Pyramid"
- Tool for sustainable change & improvement: "Change Performance Loops"
- Development of high performance teams - with structure and clarity achieving and visualizing developments and results in the team
- Leadership personality Scrum Master - Master of Scrum Events
- Concept of the digital learning journey consisting of virtual learning shops, mentoring on the job and reflection units
- "Make it visible" as success factor

ap Führungs**Kultur**
Strategieberatung, Agil Führen, High Performance Teams

Leadership Evolution IV: Peak Performance in Leadership

Summary

Every day, managers are confronted with numerous areas of conflict within which they have to meet different expectations and satisfy different demands. The complexity of the environment and the dynamics of change require a permanent high level of attention with a constant change of focus. The systematic delivery of top performance is then rarely possible due to overload, lack of time and role diversity.

The "Peak Performance" training uses validated findings from top-class sport and transfers them to the everyday life of managers. For the participants, peak performance becomes tangible. By pointing out fundamental principles, it becomes clear that, in addition to an excellently trained ability to self-regulate, the parameters of posture and focus play a central role as additional factors. The participants will recognize how to stay focused in pursuit of their goals, how to access the resources available to them and how to use these resources in the best possible way even under changing environmental conditions. In addition, they learn to recognize and use setbacks and defeats, which often lead to energy-sapping frustration, as profitable opportunities for success in leadership.

Learning objectives

- How can top performance of managers be individually defined and on which variables does it depend?
- What resources are available to achieve it
- How can critical situations in everyday management, which are characterized by doubts and disappointment, for example, be resolved efficiently?
- Identifying the daily energy killers and dealing with them efficiently
- More moments of peak performance in everyday life
- What role do managers play in their daily work and how can they systematically change and develop it - away from expert to leader?

Content

- Concept "Safety Box" - Key factors of Peak Performance
- Concept "Storm Performance Model"
- Space and time to develop effective strategies for action to strengthen self-regulatory mechanisms, in order to achieve moments of excellence more often
- Concept "High Performance Pyramid"
- Reflections, methods and tools about personal attitude, mindset and attitude and mindset in order to tap the full potential as a leader