



## Win the best people Program

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[www.ap-fuehrungskultur.com](http://www.ap-fuehrungskultur.com)

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# Initial situation

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Many (scale up ) Tech Companies are successful. They focus on products, clients, people and processes.

## Main Challenges for (scale up ) Tech Companies

- Implementing a modern, tailor made and sustainable



**Retention Management Program** to **attract, win and keep keyplayers**

- Accomplishing an **agile, lean Transformation** within the different Teams and Business Units
- Support a "**Business Driven**" Ownership Culture
- Support a Development and **Learning Culture** (70/20/10)



The **agile Retention Accelerator plus Program** is a great modular solution tool.

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# Implementing the Win the best people Program



## ap Führungskraft - Our mission

Support managers to accomplish a state of the art, **tailor made retention management** and the **agile transformation to create a winning culture**.

## Our solutions

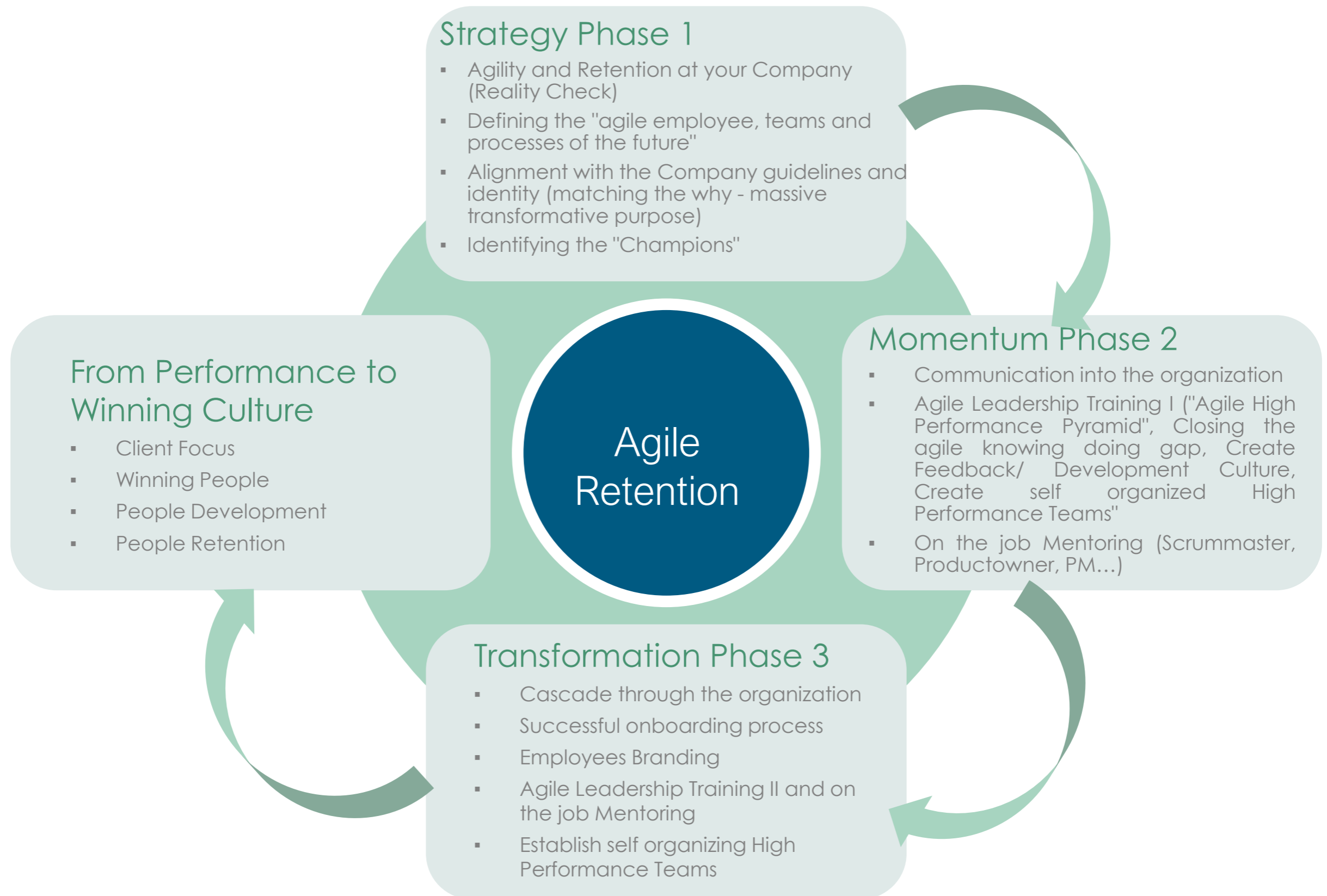
- Managing people successfully for performance is the main focus of the **ap Führungskraft** transformation process. Inspired by the hard (neuro) science behind top sports, we will challenge and develop people, teams and organization to improve personal development, team efficiency and organization structure.
- Over the last 20 years **ap Führungskraft** founder Andreas Prause and his team developed a **unique Retention Management Program** supporting a **modern agile working and learning Culture: Agile Retention Accelerator plus Program**
- Agile Retention Accelerator plus Program is a structured modular process facing **three complementary phases**: starting with phase 1: Strategy phase. Followed by phase 2: Momentum phase and finished by phase 3: Transformation phase.
- The Program matches perfectly the requests from the **employees** and the **company**: social and emotional needs and results.



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# Success Criteria Win the best people Program



# Benefits of the Win the best people - Program

Agile Retention

1

Practical (mentoring on the job) tools applicable in to daily business



5

Business Driven "Ownership" Culture  
Create Continuous Learning Culture

2

Complementary to Company Strategy and Identity

3

Attract, Empower, Develop  
Scrummaster, PO's, PM's, Champs

4

Increases Productivity  
Better results



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# References **ap** FührungskULTUR

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IT, Düsseldorf - Implementing Scrum and the agile Transformation. 2015 - present



sipgate

IT, Düsseldorf - Implementing the agile Transformation. 2016 - present



Engineering, Weilburg - Implementing the agile Transformation. 2013 - present



"Thank you very much for the last days, which have priceless value. Energy, passion, knowledge. Thank you Andreas 01-2018". Georg Schieber, Head of Consulting Services



"The Leadership workshop of Andreas is the most profound and significant i attended the last years. Tremendous experience meets profound knowledge. Andreas provides concrete tools we perfectly can use at getyourguide 01-2018 ". Fabian Niedballa, Head of Supply Operations

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# Profile Andreas Prause

> 20 years

Experiences in Corporate World  
and Top Sport



92%

Successrate

> 12000

Hours in Training,  
Coaching,  
Mentoring

> 120

Teams in Corporate  
World

> 5000

Participants in  
Trainings, Coachings



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# Profile Andreas Prause



Lecturer Executive Education at the GBS - one of the most modern and innovative institutions in the field of management development and digital transformation



Implementing High Performance Coach Development Program

**HAUFE.**  
**AKADEMIE**

Lecturer at Haufe Academy



Mentoring Nationalcoaches, High Performance Directors



Mentoring Nationalcoaches worldwide



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# Contact

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