

## BRAINFOOD FOR CORPORATE CLIENTS

Programme	Leadership Journey I	Leadership Journey II	Leadership Journey III
For whom?	Junior Leader	Advanced Leader	Senior Leader
	New managers who are in a leadership role for the first time or are preparing for their first management role.	Managers with several years' experience who aim to hone their skills or are preparing to take on wider management responsibilities.	Experienced managers who are responsible for large business units or entire firms and who want to reflect on their leadership overall.
Key aims	Establish team- and self-management skills	Become a target-oriented manager and a coach to your colleagues	Be a strategic leader and manage complexity well
Individual goals	<ul style="list-style-type: none"> <li>- Understand your role in the context of a social system</li> <li>- Test how you might behave in your new leadership role</li> <li>- Practice your communications skills</li> <li>- Deploy your self- and team-management skills</li> <li>- Understand and steer yourself better in your role</li> <li>- Conceive of an organization as a social system</li> <li>- Become more resilient and more efficient</li> </ul>	<ul style="list-style-type: none"> <li>- Think of your function strategically</li> <li>- Select, motivate, lead and unlock the potential of your employees</li> <li>- Build teams and attain targets</li> <li>- Recognize and shape the need for change</li> <li>- Plan and create processes</li> <li>- Further develop your leadership role</li> <li>- Deal with team conflict constructively</li> <li>- Manage change effectively</li> </ul>	<ul style="list-style-type: none"> <li>- Handle complexity and transformation capably</li> <li>- Effect evolutionary change to the system, the organization and its processes</li> <li>- Promote interdisciplinary, innovative and experimental thinking</li> <li>- Link (self-)observation, hypothesis and (self-)reflection</li> <li>- Empower a "Learning Organization"</li> </ul>

<b>Benefits</b>	<ul style="list-style-type: none"> <li>- You will learn to manage pressure, uncertainty and complexity</li> <li>- You will be able to spend your mental energy more efficiently, because you will understand how the human brain works</li> <li>- You will master the art of self-regulating stress management; you will become a more resilient and more effective leader</li> <li>- You will realize how your own thoughts and actions influence your role</li> </ul>	<ul style="list-style-type: none"> <li>- You will learn how to motivate your team and encourage better performance</li> <li>- You will be able to make hiring decisions that fit your firm's corporate culture</li> <li>- You will find out how to resolve team conflicts self-assuredly</li> <li>- You will learn how to empower your team to actively manage change and develop a team vision together</li> <li>- You will integrate your communications-, strategic- and psychological skills to make better decisions</li> </ul>	<ul style="list-style-type: none"> <li>- You will strengthen your – and your company's – power of judgement</li> <li>- You will make decisions that are more sustainable</li> <li>- You will link decision-making to organizational learning</li> <li>- Your company will become an agile and future oriented "Learning Organization"</li> <li>- You will be a more authentic and more contented leader</li> </ul>
<b>Group size</b>	12 - 18	9 - 15	9 - 12
<b>Format</b>	By arrangement, ø 3 x 2 days, plus optional leadership assessment 1-2hrs	By arrangement, ø 3 x 2 days, plus "career anchor" dialogue, ½ day (in pairs)	By arrangement, ø 3 x 1.5 days, plus optional private leadership coaching
<b>Run by</b>	Krummenacher, Last-Monem, Hofer	Dalucas, Hofer, Krummenacher	Dalucas, Krummenacher
<b>Timing</b>	Within 6 months	Within 4 months	Within 3 months
<b>Fees</b>	12 consulting days Optional leadership assessment (Tool chosen with participant)	12 consulting days "Career Anchor" dialogue in pairs (Tandem coaching by participants)	9 consulting days Optional leadership coaching (as needed)