



# LEADERSHIP

## in the “New Normal”

A 5-week virtual learning journey from the Academy of Choices for leaders in lower and middle management in 8 modules

While leadership was already challenging before the pandemic due to increasing change cycles and complexity, it is even more so due to the pandemic: digitization, home offices and agility are creating an everyday corporate environment that challenges managers and allows them to enter a terrain that demands different action competencies and a changed mindset in addition to their previous leadership skills.



# Learning Journeys for the vertical\* development of your leaders supported by the coach approach of the Academy of Choices



## COACHING APPROACH



### With our learning journeys

we create the framework to shape your practice-oriented development with others:

Learning in close exchange in the workshop, from there back to everyday life, applying new things and back to the workshop, etc. ...with colleagues from your company or from other companies and industries.



### Flexible processes

Content is developed with the participants

Experiments in the seminar are welcome

- Strong focus on trial and error
- Supporting transfer into daily business through individual coaching (1 h)
- Transfer tasks with building blocks of the Ken Blanchard Company with 1 h additional time



### Learning in a fixed group (max. 12 places)

- Kickoff, 6 stations over 4 weeks, kickout\*.
- Managers from lower and middle management
- Leadership style assessment and workshop topics, accompanied by coaches/trainers with many years of experience (always in groups of 2)
- Case studies with collegial consultation

\* Contents of the modules page 4/5

## The Leadership Approach by Leadership Choices:

In volatile times, the most important thing is the ability to lead with different leadership styles in order to be able to respond flexibly to different challenges. The Leadership Excellence Model (XLNC) we use provides the basis for this.

\*vertical development: instead of facts and knowledge, it is mainly about personal development



## Set the Direction

Leadership in uncertain times requires above all modern leadership with a high level of communication competence in order to successfully set the direction and carry the team along.

Employee orientation, appreciation and a culture of trust make the difference.



## Strengthen Cohesion

The key to employee well-being and engagement is strengthening the sense of belonging and connection - especially in the virtual workplace, where hybrid working is here to stay. Some will be on site, others will be connected remotely.



## Keeping the Commitment high

If the natural stimulating moments - such as the informal meeting in the coffee kitchen or common breaks - are missing, creativity is needed to promote employee engagement.

This is where the manager's intuition for his people is required.

## The Leadership Choice

Today, more than ever, leaders need new skills to address fundamental changes in economic, social, technological, geopolitical and climate-related areas.

Leadership must be unlearned and relearned again and again, because current challenges demand new leadership behavior:

- Leadership begins with self-leadership: The better you know yourself, the better is your self-confidence to act and decide decisively.
- Practice clear and transparent communication that makes goals clear to those involved, creates meaning and involves them emotionally.
- Respond productively to setbacks, be a manager and leader at the same time.
- Practice regularly updating understanding of the current situation through practice loops, get and give feedback.

Leadership Choices' "**Leadership in the New Normal**" Learning Journey delves into these points and allows participants to welcome the New Normal as opportunities for transformation.



# The Learning Journey



# The Contents and Topics of your Learning Journey (5 weeks) plus individual Coaching (45 min.)



## 8 Kick-out & back home

Retrospective on learning journey - lessons learned - determine open learning areas and personal transfer.

2h

## 7 Leadership Lab

As a participant, you bring in your current challenges and develop your own solutions together with the peers. Methods: Collegial consultation & feedback.

2h

## 6 Workshop

Presence & Communication. Fast-moving times full of uncertainties require a communicative presence in leadership. It is essential to combine clear messages with authenticity and mindfulness. Discover the right mix for you and how dialogue skills and the power of transformation pay off in successful communication.

2h

## 5 Workshop

Deal with setbacks productively through mental strength. The key is to react calmly and clearly instead of with agitation and stress. You will get to know three mental muscles and tools that have a lasting neuronal effect and immediately have noticeable effects in the situation. In this way, you actively shape crises and achieve high performance and inner satisfaction.

2h

## 4 Leadership Lab

As a participant, you bring in your current challenges and develop your own solutions together with the peers. Methods: Collegial consultation & feedback.

2h

## 3 Workshop

Through a trusting foundation for learning, reflection and understanding, this workshop will address issues of empathy and emotional connection, personal presence and resonance, the most important focus in turbulent times.

2h

## 2 Workshop

The focus is on getting together as a learning group and starting the learning journey: the participants receive their XLNC report, a psychometric test on personality and competencies. This is followed by a content-related impulse and a practical unit on the topic: "What makes storytelling so valuable".

2h

## 1 Kick-off

Introduction of the coaches and the participants, getting to know the participants, finding a learning partner, info on the learning journey, process, info on XLNC leadership, agreements/rules of the game.

2h



# The Coach Team of your Learning Journey:



## Martin Kruse

Business coach and speechwriter. He helps leaders take a clear, new look at their challenges. He also gives workshops on topics such as leadership and storytelling. In addition to that, he also teaches leadership at a Swiss university.



## Dr. Uta Nachbaur

Executive coach for leadership, communication and mental fitness. She guides leaders and teams to high presence, authenticity and situational peak performance. Cross-industry expertise - 20 years as a corporate manager and 10 years as a coach, certified as a Professional Certified Coach (PCC) with the International Coach Federation.



## Carolin Zeller

After 26 years in the SAP SE group (the last 13 of which were spent in HR development), she was involved in setting up, designing and managing global programs. As a coach, she is accredited with the International Coach Federation (ICF) as a Professional Certified Coach (PCC).



## Bernhard Broekman

Dipl.-Psych., Senior Coach DBVC, trained in systemic leadership and organizational development, management diagnostics and stress competence. He has been working as a coach, trainer, facilitator with managers at all levels as well as with teams since 2001, focusing primarily on the holistic development of people.

**Individual Coaching:** Appointments are made with the coaches on site during the Learning Journey.

## Dates and Working Hours

**Infosessions:** Please refer to our [Homepage](#)  
or follow the QR code



**Costs:** 2.799 € /participants incl. VAT incl. material, individual coaching and XLNC report

## For more Information:

Start next Learning Journey:  
current: November 2, 2021  
coming: February 1, 2022



## Bernhard Broekman

Co-Lead of the Academy of Choices  
+49 175 659 2877, [Bernhard.Broekman@leadership-choices.com](mailto:Bernhard.Broekman@leadership-choices.com)