

Leadership. And Self-leadership

The target group.

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We have developed this product for experienced managers who are interested in successful management involving a systemic view and a post-heroic approach.

Your situation.

You are successful at your task. You wish to know more, on a secure footing, about how management functions for you – for example, if you become the supervisor of former colleagues or if you rise to become the colleague of former executive board members. Or for project leadership with new teams which pose greater challenges for you.

You might have developed your management skills successfully to date, with leadership tasks having lagged behind. The issue now is reflection and greater clarity. And: anyone wishing to master the art of leadership must, as an old saying goes, first have mastered the art of self-leadership.

Our task.

A gratuitous preliminary discussion will clarify your essential coaching arrangements. This will enable us to acquire a joint understanding of your situation, the matter at issue and any possible consequences and effects. You will determine the suitable location for this discussion, which will be held in an absolutely confidential atmosphere. An implementation proposal will then be submitted on the basis of which you will place your commission with our company. We will present our objectives during the subsequent initial meeting. It is at this point that the joint coaching process commences, the focal points of which are your own personal issues. We will furnish you with constructive feedback and accompany you during the course of your search for solutions. This will be achieved using familiar, unusual and perhaps even surprising methods stemming from our systemic approach.

The methods.

Observations, role-play, constellations, flipchart, mind map, analyses of your own activities, metaphor tasks, change of perspectives, research, external feedback.

A selection of the contents.

- > Processing **typical leadership problems** and pondering your own path
- > Analysing leadership problems stemming **from your own area of responsibility** and assembling solutions
- > Recognizing your own share of culpability for **leadership problems**
- > Distinguishing between **manipulation** and leadership
- > Understanding **coaching** and its characteristic features as a leadership tool
- > Seeing what can distinguish **good management in the leadership field**
- > Becoming familiar with and implementing the post-heroic management theory approach

The costs, the timeframe.

For the purpose of adequately resolving an issue a series of five two- to four-hour sessions has proved worthwhile.

You should therefore allow for between ten and twenty hours. We invoice on the basis of daily rates, with one day encompassing a full eight hours.

The costs are grounded upon your coach requirements. For a senior business coach you should allow for a daily rate of between Euro 1500.00 and Euro 1800.00 and for an executive coach a daily rate of Euro 2500.00.

All costs are plus value-added tax and travelling expenses, following consultation in each case.

The dates.

As per arrangement, between two and four hours, approximately twice a month.

Our terms and conditions of participation.

A willingness to confront new insights and actively manage changes.

Your withdrawal right.

You may discontinue the coaching process at any time. Please state your reasons. We will then only invoice the activities which have actually been performed.

In the event that you should have agreed a package entailing a special price, the original daily rates will be invoiced.

Please also note our General Terms and Conditions of Business.

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