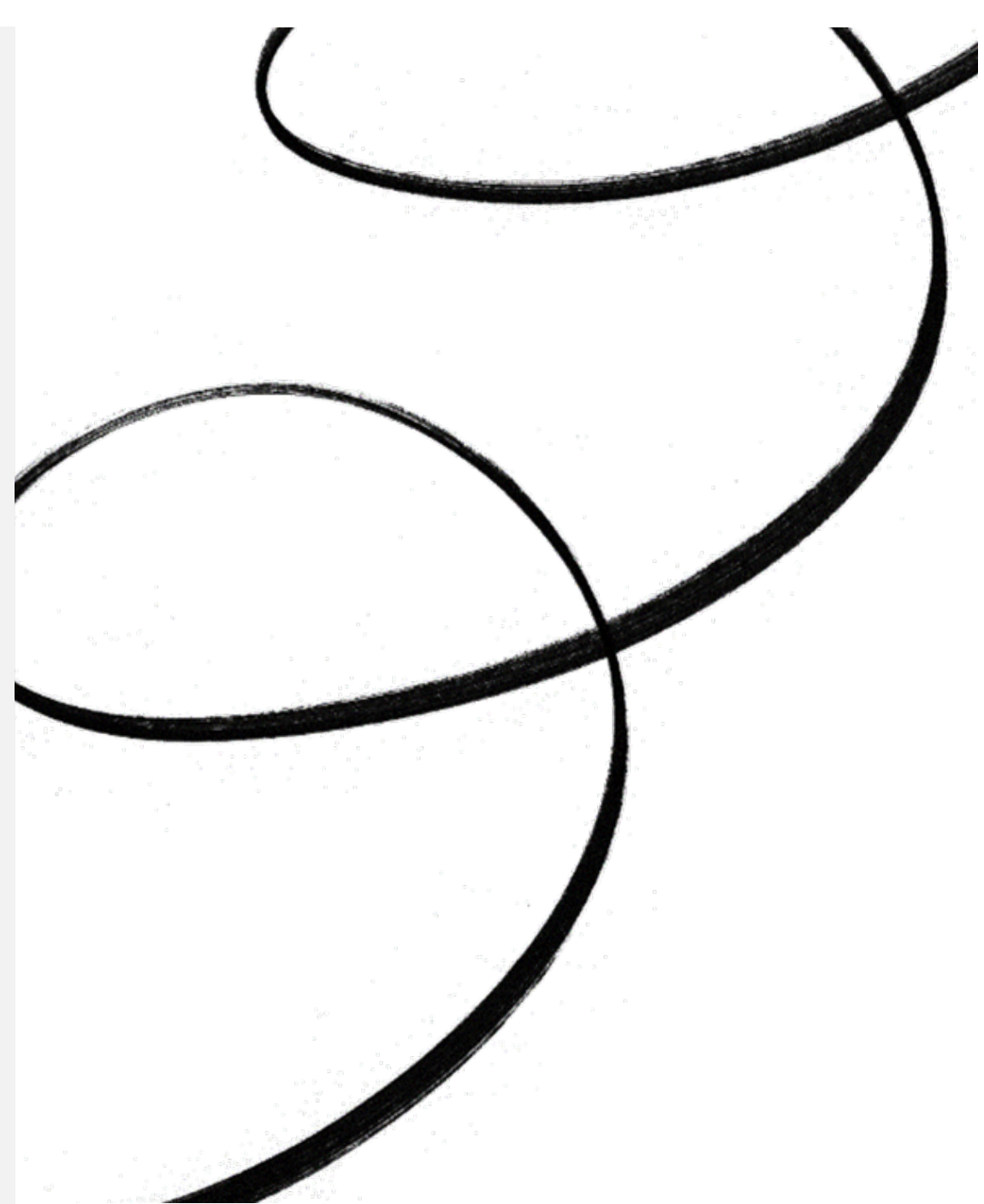




Integrated
Consulting
Group

Leadership Development





1 Becoming a Leader

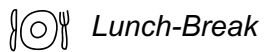
Becoming a Leader | Day 1

- 01 / Welcome, Goals, Agenda
- 02 / Connecting with each other
- 03 / Transitioning from employee to manager position
- 04 / Self reflection and sharing in pairs: strengths and challenges
- 05 / Managing stakeholder expectations



Break

- 06 / Performance management exercise & debrief



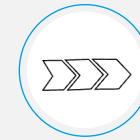
Lunch-Break

- 07 / Mastering performance conversations with my team
- 08 / Role play: difficult situations in my new role



Break

- 09 / Effective communication tips
- 10 / Feedforward for next day



Learning methods and tools:

Performance game, Case studies for role play
Self-reflection, Feedback



Participants: 8 - 12 Persons

Newly promoted leaders & successors



Becoming a Leader | Day 2

- 01 / Reflections from day 1
- 02 / Teamwork exercise & debrief
- 03 / Team dynamics basics
- 04 / Leadership tools & tasks



Break

- 05 / Conflict resolution strategies
- 06 / Case work: collegial supervision



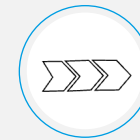
Lunch-Break

- 07 / Motivation and human nature: XY Theory
- 08 / Leadership exercise: Moving Motivators



Break

- 09 / My 100-day Development Plan
- 10 / Feedback and closing



Learning methods and tools:
Team development stages, Mindmap, Casework, Moving Motivators



Participants: 8 - 12 Persons
Newly promoted leaders & successors



2 Developing Leadership Culture

Developing Leadership Culture: Change starts with me.

Duration: 9 -12 months

Kick-Off (0.5 days)

- Common view on the purpose and goal of the project
- Need for action
- Target picture
- Target-performance comparison
- Sharpening of modules

Module 1 Leading Self

2 days

Module 2 Leading Teams

2 days

Module 3 Leading Organizational Development

2 days

Strengthsfinder assessment
Feedback & Coaching

Fine-tuning of the modules starting from kick-off

Securing the sustainable effectiveness



Leadership Credo:

Developing a personal credo on the strengths and development areas of one's own leadership.

Learning groups:

Learning groups established in Module 1 share their key challenges between modules, strengthening their informal internal leadership network

Strengthsfinder & coaching:

Participants can opt for an assessment of their leadership behavior, to make the best of their strengths and find area of development. We offer the science-based Gallup Clifton Strengthsfinder.

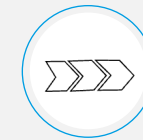
Additionally, we offer individual coaching sessions to integrate specific topics for each participant.



Leadership Module 1 | Leading Self

- 01 / My wants, needs and values as a leader
- 02 / Awareness about own personality, behavioral patterns and personal ambitions
- 03 / Understanding of my role and accountability as a leader
- 04 / How to strengthen my personal resilience
- 05 / Leadership Roles, Tasks and Responsibilities
- 06 / Reflection about strengths and personal development needs
- 07 / Time and self-organization tools and techniques
- 08 / Accountability and (Self-)Motivation
- 09 / Awareness for Emotional Intelligence

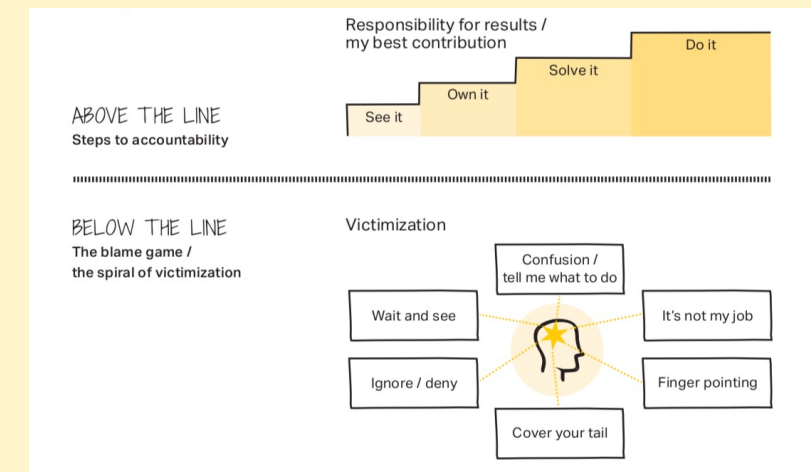
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Learning methods and tools:
Strengthsfinder/ Big Five, self reflection,
Moving Motivators, The OZ Principle

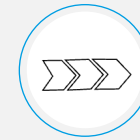


Participants: 8 - 12 Persons
Leaders and successors , key players



Leadership Module 2 | **Leading Teams**

- 01 / Leadership Formula: Results x Psychological Safety
- 02 / Accountability and Delegation
- 03 / Group development stages and specific interventions
- 04 / Conflict management
- 05 / How to build and foster highly performing teams
- 06 / Mastering difficult situations
- 07 / The leader as a coach
- 08 / Feedback as powerful development tool
- 09 / Talk for trust
- 10 / Tools and principles of how to lead virtual teams



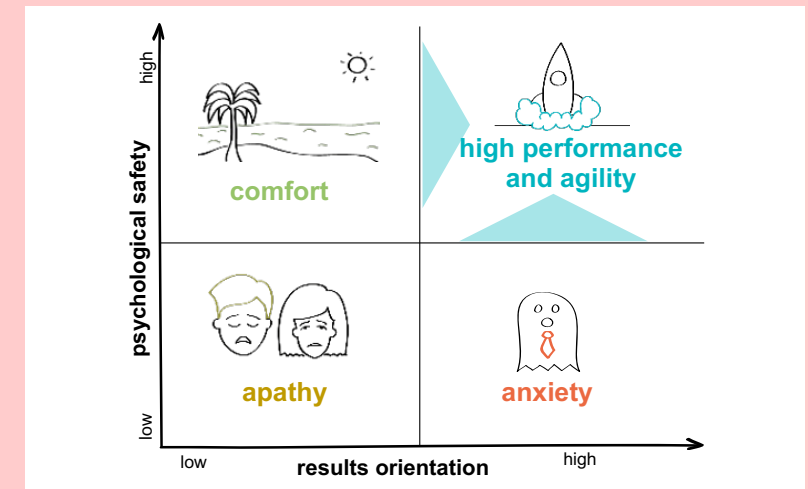
Learning methods and tools:

7 Levels of delegation, Appreciative Inquiry, GROW coaching model, Team Radar



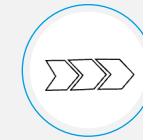
Participants: 8 - 12 Persons

Leaders and successors, key players



Leadership Module 3 | Leading Organizational Development

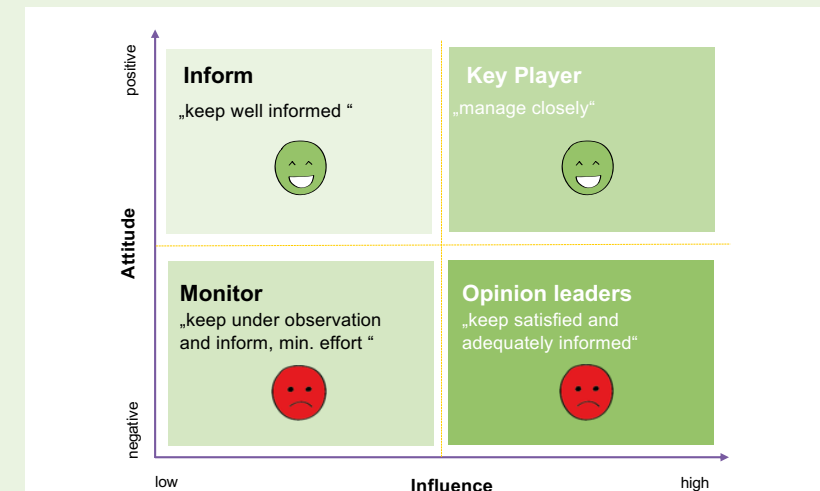
- 01 / Management in a world of varying complexity
- 02 / My change biography
- 03 / The Change Curve as an orientation guide to manage emotions
- 04 / Develop and deploy strategies: OKR
- 05 / Improving intercultural collaboration
- 06 / Developing a change story
- 07 / The systemic loop – a tool to solve complex problems
- 08 / Better understanding of organizational constellations
- 09 / Awareness of new ways of working: Design Thinking, Lean Startup, Agile



Learning methods and tools:
Leadership Credo, The Culture Map, Stakeholder analysis



Participants: 8 - 12 Persons
Leaders and successors, key players



About ICG

A short glimpse in our professional life, in our beliefs and values



About ICG

We work with a special consulting approach that combines change management, organizational design and business aspects in a “state-of-the-art” way.

Supporting transformation processes means for us also the professional design of change communication including large group events as well as learning formats.

Our ICG team consists of 140 consultants from 12 countries and therefore has know-how and experience from different cultures.



We support companies of all sectors – corporations, medium-sized companies, public-sector companies – and know each of the specific features.

Our team exclusively consists of very experienced change management professionals who are fully committed to the cause and create development based on partnership.

We are “hands-on” consultants, impact is more important to us than concepts.