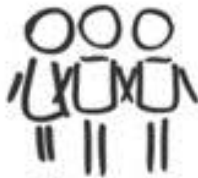




Leadership Development

High quality leadership is a prerequisite for successful organizations. However, there is no leadership gene; leadership can and must be lived, learned, trained and continuously developed. Four elements of professional management are needed for this: a differentiated self-image and self-reflection; a clear, meaningful management mission; rank and file/management tools as well as practical models of thought. We design, organize and accompany learning and development processes for people who would like to live, learn and perfect the responsible task of management as a continuous learning process.



An executive's success is reflected in the success of his/her employees.

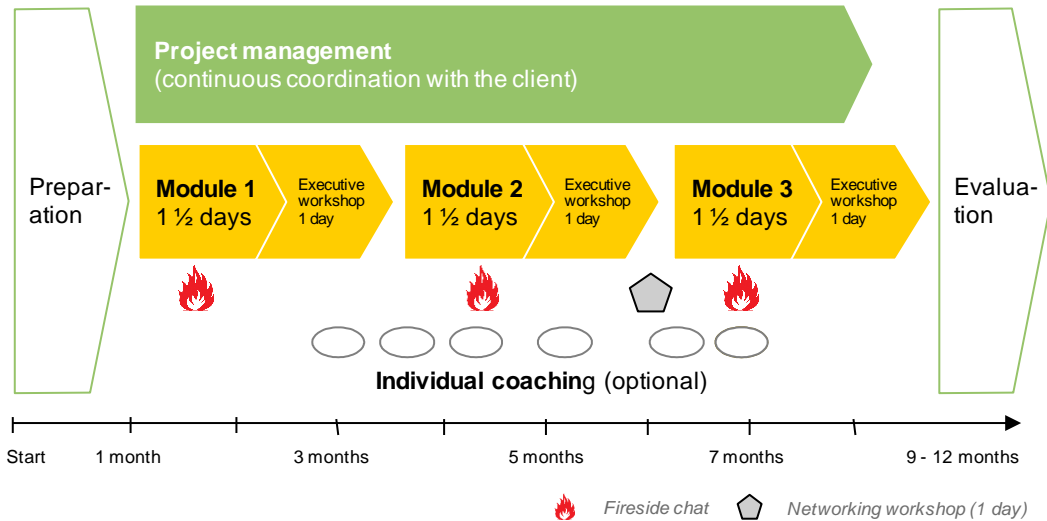
Typical Cases

- Your goal is high quality leadership in operational and middle management and you are thus planning to carry out in-house development programs/courses.
- Potential and new executives should be promoted in individual programs.
- You are seeking professional support for your executives (leadership coaching, executive coaching).

Benefits

The result of our projects is that executives have a common understanding of their roles and responsibilities. They actively work together in a comprehensive way on continuously optimizing the organization and they actively communicate with their employees. They are in the position to address critical topics in an open and appreciative way and to work on them in a constructive way. They are familiar with the rank and file/management tools such as delegation, feedback, conflict management, appraisal interviews, agreement and monitoring of objectives (MbO), heading up meetings etc. In addition, important matters concerning the topic of management and organization have been clarified sufficiently between executives and their superiors.

ICG-Example of a Development Program



We support you by ...

- designing, implementing and evaluating the learning and development process.
- designing individual learning and training modules.
- clarifying and working up the management mission.
- selecting and contributing relevant models of thought.
- preparing and conducting the diagnosis of executive potentials.
- coaching individual executives or executive teams.