

# TRANSITION LEADERSHIP PROGRAM®



# TO THE POINT

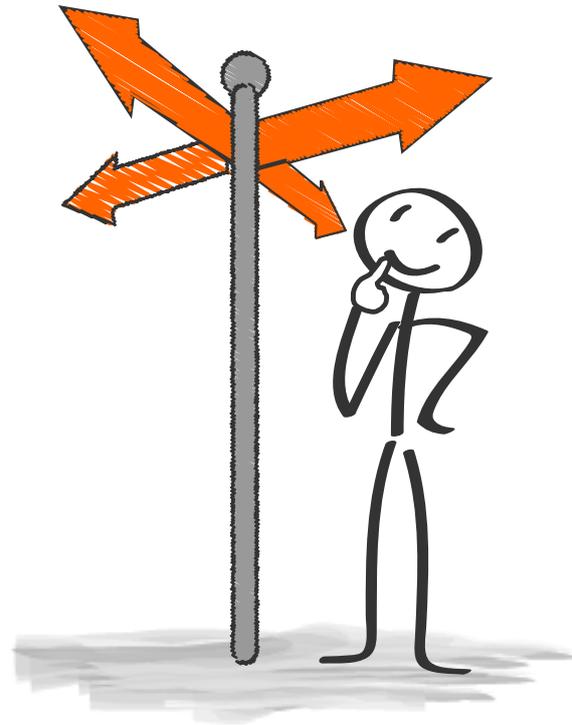
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**Unquestionably, leadership is changing.**

**THE QUESTION IS:** In which direction and with what goal?

In modern companies this topic is more relevant today than ever before, not least because of agile transformations. However, the concerns of many executives centering on their not being able to (more) actively influence and shape these changes, and consequently losing their significance, can hinder or even prevent a promising implementation.

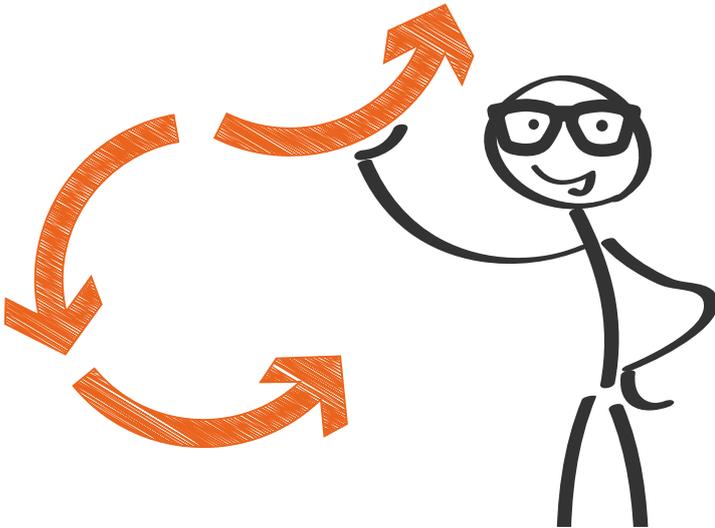
In our eyes, it's **NOT** about making leadership obsolete. Rather, it requires a change in the attitude and behavioral level of all those involved, meaning the employees and executives. The task of executives during a transitional phase is to actively accompany this change and to create the conditions for a successful further development of individuals, teams and, consequently, of the entire company.



# LEADERSHIP SHAPING CHANGE

## LEADERSHIP SHAPING TRANSITION SHAPING CHANGE:

In order for leadership today and in the future to have an effective impact at an individual, team, departmental or sector level and consequently make a meaningful contribution to companies in the long term, skills are required to master transitions.



## OCCASIONS FOR TRANSITIONS IN THAT SENSE ARE:

- Agile transformations of organisations in order, for example, to respond faster and more flexibly to customer needs.
- Industry 4.0 in the sense of digitisation in production.
- Increasing networking in cooperation to counter the complexity of the market.
- Changing demands of employees on (co-)workers and leadership,. This is for example due to different generations or cultures.

# TRANSITION-LEADERSHIP-SKILLS

We would like to invite you to (further) develop the skills necessary to be able to effectively shape transitional phases through your leadership with our Transition Leadership Program®. For this to succeed, it requires first and foremost a reflective understanding of or about yourself as a leader, as well as an understanding of the changing context in which your work is conducted.

A LEADERSHIP WITH TRANSITION LEADERSHIP SKILLS...

→ ...learns, understands and deepens effective existing as well as new management tools and methods and reflects on it's own attitude.

...develops its own ambiguity tolerance and reflection

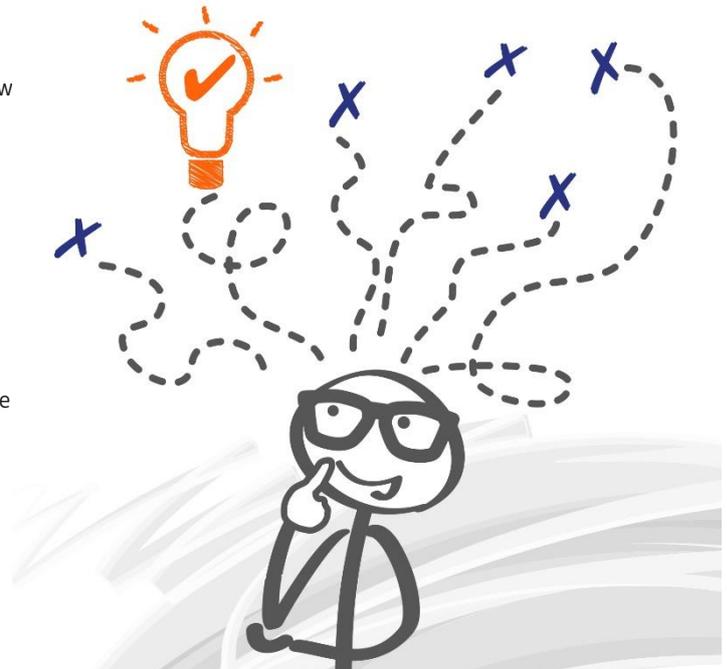
→ ability to remain able to take action and make decisions in challenging, complex situations.

...is able to resolve apparent contradictions between classical

→ management approaches as well as newer approaches and to unite these for the benefit of all.

...inspires those around them (employees, teams, colleagues, etc.) to develop the courage to actively engage with and shape change.

→ ...is able to mitigate avoidance anxiety among others as well as increase performance.



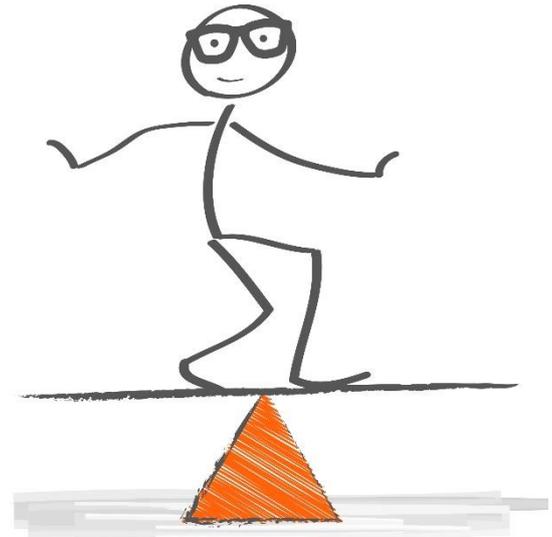
# INCREASING DEMANDS ON LEADERSHIP

THE MANY ROLES AND APPROACHES THAT MANAGEMENT TODAY IS EXPECTED TO BE ABLE TO MASTER CAN QUICKLY BECOME OVERWHELMING:

- Task-oriented, employee-oriented and situational management approaches
- Transactional leadership
- Holistic leadership
- Transformational leadership
- Change Manager
- Agile Leadership or Servant leadership
- Coach & Developer

In addition, people in positions of leadership typically do not only occupy leadership roles, but are also involved in operational and / or strategic day-to-day operations throughout most of their working day. At the same time, however, people are still widely deployed in leadership seminars that provide a old-fashioned proven approach, without taking into account the fact that both those led and the context in which they are being led has changed significantly in recent years.

This does not mean that target agreements, feedback or critical conversations etc. are no longer relevant. As complexity increases, medium and long-term planning becomes increasingly difficult. Hence, best practices, approaches, and structures can no longer be applied one-to-one, to today and tomorrow.



# WHAT WE OFFER

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Our **Transition Leadership Program®** creates new experiences that lead to the development of your leadership attitude and actions. This prepares you for the increasing complexity as well as for the increasing confusion (ambiguities) that defines the working day.

In addition to the method toolbox that you receive from us, you will also be able to build a bridge between areas of tension such as

- **Stability vs. change**
- **Self-determination vs. outside control**
- **Freedom and autonomy vs. conformity and connectedness**

Development of an "as well as"-attitude, enables you to interconnect topics and thus place yourself in the position to take the most effective perspective at the right time.

This is not something that can be obtained through pure "methodical school". Our brains or neural pathways are quite simply not permanently switched on as we need them to be. Sustainable, individual change or development in thought and action can only succeed if we do what we do with enthusiasm, that is emotionally charged.

For this reason, it is of particular importance to us that within the scope of the **Transition Leadership Program®** we offer sufficient space to "rehearse" the learned and experienced things in a protected environment and continue to reflect on them together, so that you can succeed in everyday life.

In order for methods, instruments and, above all, reflections to quickly be more insightful for you as a "human being in the context of leadership", we offer an individual coaching prior to the joint training. Based on a psychologically-based personality inventory, you will have the opportunity to gain an 'outside view' of your individual strengths as well as of potential risks in your (leadership) actions.

# THE 4 MODULES AT A GLANCE



## MODULE 1: INDIVIDUAL COACHING

### Target

Reflection of one's own (leadership) personality in order to balance the self-image and how one is perceived by others on the basis of the personality inventory "Facet5".

### Description

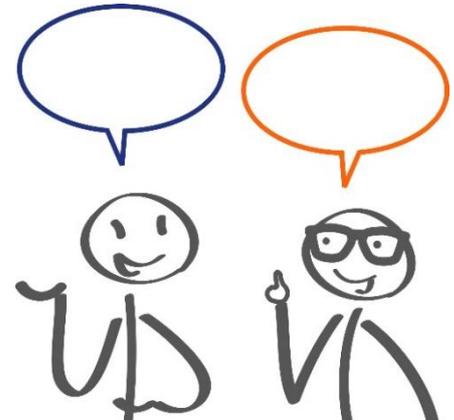
In the first step you will receive a link to fill in the personality inventory "Facet5". This method builds on the five fundamental building blocks of personality (BIG 5) and reflects them in the context of leadership (Invest: 20 min. Completion time (DSGVO compliant) approx. 14 days before the start of the module 1). The result consists of an approx. 18-page long personal report, which we will explain to you and reflect on together during the individual coaching, in order to sharpen your perception as well as your awareness of your own actions in the context of leadership.

### Content

Individual feedback and coaching

### Duration

approx. 20 min. completion time as well as 60 – 90 mins individual coaching / feedback





## MODULE 2: PRACTICE-TRANSFER-WORKSHOP

### Target

Transfer into everyday life / transfer of the reflected findings from module 1 (“personality in the context of leadership”) into the individual and common (leadership) practice.

### Description

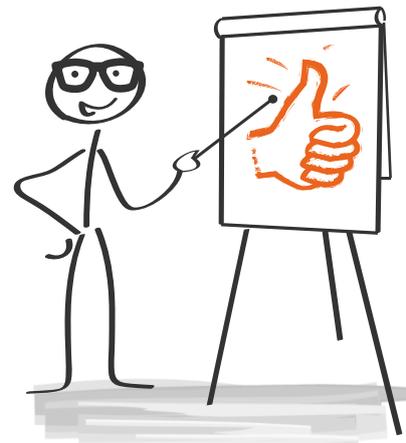
In a workshop following the day after the individual coaching, the joint classification of the results resulting from the coaching are made. This is done so on the basis of practical examples based on well-founded theoretical principles. The knowledge gained from the Facet5 feedback will be reflected on in concrete actions and pragmatic recommendations for action are being developed.

### Content

On the basis of the Facet5 development report the participants work together in a protected framework reflecting on their strengths and risks / development fields. Furthermore, compensation strategies are being developed.

### Duration

1 day





## MODULE 3: TRANSITION LEADERSHIP BASIS-TRAINING

### Target

Expansion of the existing knowledge as well as becoming familiar with new leadership approaches. Exercise sequences and practice transfers are used to discover and gradually expand the potential-space of your own leadership.

### Description

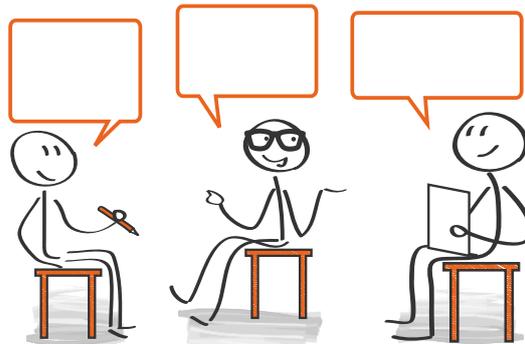
In module 3 basic leadership approaches and tools are discussed and reiterated while critically reflecting on these approaches due to the changing leadership work. In addition, a discussion on new leadership theories takes place and connections between different approaches are drawn and linked. A mixture of short theoretical inputs, practical exercises and experience reflections give rise to an awareness for the complexity, ambiguity and change in the context of leadership. This provides the basis for the development of ideas on attitude and behavioral strategies and how these challenges can be met.

### Content

Managerial grid, situational leadership, agile leadership, leadership and psychological safety, transformational leadership; transactional leadership, scrum roles, meaning of whole activities, background of motivation and self-efficacy; coaching in the target agreement; value square in feedback; 5 x 5 matrix of healthy leadership etc.

### Duration

3 days





## MODULE 4: TRANSITION LEADERSHIP DEVELOPMENT TRAINING

**Target** The aim of this module is to observe / reflect, (re)evaluate and readjust one's own attitude as well as one's own behavior by means of practical exercises so that the effect of changed (behavioral) patterns on the leadership context is experienced and anchored.

**Description** Module 4 focuses on the practical examination of challenging situations in the leadership work.

Through the practical experience and the formation of new patterns of experience in complex leadership situations, one's own developing leadership attitude is constantly reflected in a self- and external critical manner. The closure of the program consists of the (further) development of one's own leadership model into one's own leadership attitude through reflection conversations and the certification as **Transition Leadership Master – Level 1®**.

**Content** Conducting feedback and discussion using different approaches; manage employee development talks confidently; make team meetings effective; “Retrospective” and “Daily” as meeting forms; presentation of the guiding principles etc.

**Duration** 3 days

Fieldwork reflections, learning units and peer group work complete the program between the individual modules.

# ORGANISATIONAL

## TARGET GROUP

The training for **Transition Leadership Master – Level 1®** is aimed at potential, young and experienced executives from different contexts and disciplines, who enjoy the expansion and development of their own leadership, thinking and decision making skills.

Participants particularly appreciate the heterogeneous group composition, as this demonstrably increases the learning opportunities.

### TERMINE

#### Frankfurt

Modul 1: 05.05.2020 60 – 90 Min.  
*Time according to availability and  
reception of application*

Modul 2: 06.05.2020

Modul 3: 02.06. – 04.06.2020

Modul 4: 30.06. – 02.07.2020

#### Berlin

Modul 1: 11.05.2020 60 – 90 Min.  
*Time according to availability and  
reception of application*

Modul 2: 12.05.2020

Modul 3: 09.06. – 11.06.2020

Modul 4: 11.08. – 13.08.2020

The individual coaching (60 - 90 min.) of module 1 takes place the day before module 2 starts. The coaching appointments are distributed throughout the day and will be assigned after registration and according to availability.

In the meantime you are free to use a group room for work before or after your coaching where soft drinks and snacks are available.

**Start and end of the modules 2 – 4: 09:00 - 18:00 o'clock**

# ORGANISATIONAL

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## CERTIFICATE

Certification as **Transition Leadership Master – Level 1<sup>®</sup>** through the Dr. Kraus & Partner Academy.

## COST & SERVICES

7 days intensive training as well as upstream individual coaching with two trainers and a maximum of ten participants, books and materials, as well as a seminar room including catering during breaks.

- Germany & Austria (prices excl. VAT)  
Normal price: 4.990€  
With early bird discount: 4.290€
- Switzerland (prices excl. VAT)  
Normal price: 6.320,- CHF / 5.389€  
With early bird discount : 5.340,- CHF / 4.633€

*Early bird discount applies for bookings made up until 2 months prior to the training.*

## APPLICATION

Online:

<https://www.kraus-partner.eu/academy-events/academy/transition-leadership-program/registration>



E-Mail: [lars-o.boeckmann@krauspartner.de](mailto:lars-o.boeckmann@krauspartner.de)

If you have any questions, please feel free to contact Lars-O. Böckmann at +49 151 40266473

### FOR INTERESTED COMPANIES

**All our coaching and training courses are also bookable as an in-house offer.**

**Dr. Kraus & Partner**

The Change Consultants

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