

Agenden Führungskräfteentwicklungsprogramm

Module 2, Seminar day 1: Leadership Basics

Top	Time	Topic	Learning goals	Method
1	09:30-09:45	Welcome	Expectations and wishes of the seminar participants, review of the first seminar day, short presentation of the goals and contents of the seminar day	
2	09:45-11:15	What is leadership? And why do we need it?	Participants become aware of their responsibility as a leader. They are able to understand the background and link their role to the respective tasks in order to assume responsibility. The participants get to know different leadership models practically and develop an understanding of leadership.	Lecture, exchange
3	11:15-11:30	Coffee break		
4	11:30-10:00	The 6 challenges as a leader	Participants develop a goal-oriented awareness of their role-specific requirements as new managers. They recognize the challenges they face and develop options for dealing with them.	Short presentation, workshop phase, reflection, exchange in plenary session
5	13:00-14:00	Lunch break		
6	14:00-15:45	Leadership culture model	Participants learn about the leadership culture model and are introduced to different leadership behaviors based on the dimensions it contains (verticality, decency, efficiency). They understand that they themselves find themselves in different situations in a company depending on the area and department and therefore have to lead differently.	Lecture, group work, plenary presentation
7	15:45-16:00	Coffee break		

8	16:00-17:45	Motivation and delegation as central management tools	<p>The participants learn about the two-factor model of motivation in practical use and learn to know and recognize the ALM motives and to use and lead employees in a motivationally appropriate way. The participants get to know the management tool delegation and recognize its effect by means of the "magic triangle". They will be able to delegate tasks more easily and more precisely.</p> <p>In practical examples on the topic of delegation and implementation control, participants learn about and apply the success factors of competent delegation.</p>	<p>Playful introduction: What motivates me and what pulls the plug on me. Model development, group work, role exercises, presentation and discussion in plenary.</p>
9	17:45-18:00	Conclusion	Summary of what has been learned, answering open questions, matching with expectations and feedback.	Plenary discussion