



Shape your own
Growth

Path

MAKE A
DIFFERENCE

IT'S NOT ALL ABOUT LEADERSHIP



“Shape your own growth path” is designed for people who don’t have a leadership responsibility right now and may not want one in the future. We want to offer development to this wide and varied audience to enable them sharpen their skills to help us on our journey to outperform while doing good.

The program takes foundational principles that we use in our Nature of Leadership program, that are at the core of lean and underpin our talent processes throughout the Haniel Operating Way. These principles are timeless, they are focused on increasing an individual’s performance within a team context but don’t judge whether you should use the latest technology to achieve the task but rather what’s the outcome you are really after.



WHAT IT'S ALL ABOUT

TARGET GROUP

Non leaders, project managers and individuals working within teams.

LEARNER'S OBJECTIVES

- Taking ownership – focus and act on what you can control and influence
- Increase your self-awareness and the preferences of others, using a behavioural based 360° profile
- Be productive in constantly changing environment
- Balancing work and life in a sustainable way
- Collaborative mindset, working with others to get results
- Communicating effectively with others
- Forming new Habits of Effectiveness
- Increasing trust in relationships

FORMAT

Launch event (1hr virtual) followed by a 3-days face-to-face session

LANGUAGE

English, German only on request



WHAT'S IN IT FOR ME?



The Haniel Core Behaviors are our compass by which we navigate our course to outperforming.

The question is, do you know which way is north?



It's about taking ownership and responsibility, not dodging the issue or making excuses. It's not what you can't do but what you can, if you really don't have control then how can you increase your influence in the situation so others might listen. Then challenge you to lead yourself rather than follow, be decisive and focused on the key outcomes and not get distracted by the urgencies.

As contributors we know that we are part of a team and that it is our combined efforts that will enable us to outperform. Beginning with a collaborative mindset and enhanced communication skills that can allow us to understand the root cause before we attempt to solve symptoms. Skills to allow us to bring the best out of other team members and understand how we can together achieve more if we work together effectively.

Finally, its about being able to sustain, being able to maintain these behaviors day after day, and have the energy to do this. Its about how we remain on top of the workload and yet continue to learn and develop to further increase our knowledge and skills, whilst learning to balance all of things that make us who we are.

YOUR GROWTH JOURNEY



YOUR JOURNEY

Kickoff

1 hour virtual

Introduction

- Introductions and Objectives
- Expectations of your Growth Journey
- Getting prepared for the 360°

360

remote

360 Benchmark

Core Module

3-days on the Haniel Campus

Leading Yourself

- Located in Duisburg at the enkelfähig Academy.
- Self Leadership program focused proactivity and ownership, accountability and clarity.
- How to work effective in a team, effectively communicate and collaborate.



HOW IT IS ORGANIZED



Registration Process

There is two ways how you can run this program:

Open Program

Are you an individual and simply want to sign up for the training, while learning together with others from the Haniel Group? Please register by filling out the form on our website [registration-shape-your-own-growth-plan](#).

Customized Program

Are you interested to run this program with your team or in your function/area? That makes total sense – all you need to do is contact us and we'll find the right format and time for the training!

Dates and Time

We have scheduled one training for the first half of the year. If there is more demand, we can add further dates. The Core Module will start at 10 am on the first day and end at 4 pm (CET) on the last day.



Kickoff: 17.04.2024, virtual (9 am – 10 am)
Core Module: 21.-23.05.2024

Costs

700 € net program costs per participant (plus board and lodging).

Contact Persons



Nomination & Organization

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Program Facilitators

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Do you want to become a facilitator?

The train the trainer process allows teams and departments to deliver the learning to entire audience, in the language you want, at the cost you can afford, with the level of customisation that suits your team, department, division or organisation. If you want to become a facilitator, please reach out to us!

Train-the-Trainer Process



1. Attend the program as a participant
2. Review trainer notes and facilitator videos and support content
3. Attend a train the trainer process, virtual or face to face
4. Deliver first program with coaching.
5. Review feedback and agree on next steps with you coach
6. Annual training review to maintain train the trainer status.

