



The Evolution of

RAISING
ENKELFÄHIG
LEADER

Leadership



NURTURE A GROWTH MINDSET AND EVOLVE YOUR LEADERSHIP APPROACH

In the vast tapestry of nature, the concept of evolution is a powerful force that drives adaptation, growth, and transformation. And much like the intricate dance of species in the wild, leadership too is subject to its own form of evolution. We proudly present to you "The Evolution of Leadership", a unique program designed specifically for senior leaders, those who lead the leaders, to increase impact through cultivating their leadership approach.

As leaders, we must embrace the idea that we are not stagnant beings, but rather dynamic organisms with the capacity to evolve, learn, and improve. Through this program, we will nurture this essential quality, helping you harness the power of a growth mindset to face the ever-shifting demands of leadership.

In nature, the most successful species don't just thrive independently; they create followers, forming ecosystems that flourish together. Leadership, too, is about building a devoted community around a shared vision. This program will teach you how to inspire, motivate, and guide others toward a common purpose, creating a harmonious leadership ecosystem that flourishes for the long term.

As continuous learning is the requirement for evolving, our program integrates coaching as a cornerstone of leadership development. The journey towards effective leadership is akin to a forest's intricate ecology, where each organism plays a vital role. Our experienced coaches are the guides who help you navigate the dense undergrowth of leadership, offering personalized support and direction.

As we delve into the evolution of leadership, we cannot ignore the overarching theme of sustainability. Just as the natural world relies on balance and adaptability, today's leadership must be *enkelfähig*, unfolding its impact for the benefit of today's and future generations.

The "Evolution of Leadership" program is a hybrid learning journey, a blend of collaborative peer group sessions, dynamic face-to-face sessions and individual one-to-one coaching, extending over several months. Much like the intricate ecosystems in nature, our program combines these elements to create a holistic and comprehensive approach to leadership development, tailored specifically for senior leaders. It allows you to evolve at your own pace while also fostering a sense of community with your peers, just as different species in nature coexist, interdependently, in a balanced ecosystem.

In a world where leadership is in constant flux, "The Evolution of Leadership" program equips senior leaders with the tools, mindset, and strategies to not just survive but thrive in the evolving landscape of leadership.

WHAT IT'S ALL ABOUT

Target Group

The Evolution of Leadership is tailored for experienced leaders with a strong foundation in team engagement and self-management. It accelerates leadership capabilities, enhances self-awareness, and delves into leadership ambiguities and performance culture development.

Learner's Objectives

- Leaders demonstrate an enhanced entrepreneurial spirit, feeling empowered to be more innovative and risk taking
- Participants are more self-aware of their behaviors and how they impact the organization
- Attendees become role models of Servant Leaders, becoming multipliers of their knowledge and supporting their teams in their own developmental journey
- Leaders develop a strong network among participants, helping them create bonds they can leverage when in need

Format

A hybrid program spread over multi sessions both virtual and face to face including one to one coaching sessions. Supported by web-based 360 profiles.

Language

English



YOUR LEADERSHIP JOURNEY



6 MONTHS LEADERSHIP JOURNEY

Kickoff

virtual (2 hrs)

PROGRAM ORIENTATION SESSION

- Introduction to the journey
- Introduction to psychometrics and activities
- Alignment on expectations

Day 1

Day 2

Day 3

onsite on the Haniel Campus (Duisburg, Germany)

LEADING SELF AND THE TEAM

- Evolving the Haniel Leader Principles
- Building credibility and accelerating trust levels
- Promoting a feedback culture through Radical Candor
- Leveraging your people's potential – become a Multiplier
- Reflecting and exploring your LifeStyle Inventory (360° assessment)
- Advancing across the four essential roles of a leader
- Creating alignment and developing your team around its purpose

Day 4

Day 5

Day 6

onsite on the Haniel Campus (Duisburg, Germany)

LEADING THE TEAM AND THE ORGANIZATION

- Evolving as an enkelfähig leader
- Leading with a growth mindset inside your organization
- Navigating complexity by managing polarities
- Spanning boundaries to bridge gaps and build connections throughout the organization
- Enhancing a psychologically safe environment
- Experiential learning in an immersive leadership simulation
- Developing your leadership brand

PREPARATION WORK (PSYCHOMETRICS)

- LifeStyle Inventory 360
- Change Style Indicator

INTERSESSIONAL WORK

- Manager conversation
- Action plan implementation

COACHING SESSION 1

- 360° debrief
- Your Leadership Challenge

COACHING SESSION 2

- Transfer and application
- Your Leadership Challenge

ONGOING PEER COACHING

- Continuation

PROGRAM FACILITATORS



Facilitator in Residence – Matt Smith

For the past twenty-five years, Matt has been a senior international consultant with Franklin Covey, working with large multinational organizations. Much of his time was spent developing and delivering leadership training and solutions for leaders at all levels for global organizations like GE, AMEX and QNB. He brings both a wealth of experience on how to develop leaders and how to deliver learning that engages and delivers meaningful outcomes in a dynamic and relaxed style.



Visiting Facilitator– Pablo Gímenez

Pablo Gímenez, a seasoned professional with 20+ years of diverse experience as an entrepreneur, venture capitalist, and C-Level executive, is passionate about challenging paradigms. He excels in agile strategy, new venture creation, and impactful communications, turning innovation into action. With 25+ years in designing Leadership and Development curriculum for multinational organizations across the globe, he promotes strategic thinking and problem-solving at all seniority levels. Pablo specializes in change management, conflict resolution, communication, innovation, executive presence, and emotional intelligence. He's a proactive, consensus-building leader, skilled in creating interactive learning experiences, whether in-person, digital, or blended formats.

HOW IT IS ORGANIZED



Nomination Process

Participants for this leadership program will be nominated through each Portfolio Company. For more information, please contact your local or central HR department.

Prior to attending the program leaders will be asked to free up time for a discussion with the participants, to review their development plan and derive learning objectives for the overall program. Continuation of the program need to take place within the Portfolio Companies to support individuals on their personal development journeys.

Start and End Time

Based on the current demand on leadership trainings, we offer 2 programs with the specific dates below. The virtual kickoff session will only last 2 hours. The starting time of the module is 9 am (CET) on the first day and it will end at 4 pm (CET) on the third day.

Contact Persons



Nomination & Organization

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Costs

5,000 € net costs per participant plus
1,000 € for board and lodging (500 € per module).

The fee will be invoiced upon start of the program
(after attending the virtual kickoff).

PROGRAM DATES

BATCH	KICKOFF <i>(virtual – 2 hrs)</i>	MODULE 1 <i>(in Duisburg)</i>	MODULE 2 <i>(in Duisburg)</i>
#1	15.03.2024	14.-16.05.2024	18.-20.06.2024
#2	27.06.2024	03.-05.09.2024	12.-14.11.2024