

A hand holding a pen over water with a large number 1 overlay.

# The Nature of Leadership

SHAPE YOUR  
LEADERSHIP  
PATH



# EXPLORE THE NATURE OF LEADERSHIP – TAKE RESPONSIBILITY AND SHAPE YOUR LEADERSHIP PATH

The Nature of Leadership is the first stage of our leadership development at Haniel. In this program we plant the seeds of leadership and developing a leaders mindset that will flourish and grow. As your career matures you will gain greater experience and exposure to learning opportunities.

The principles that are taught will provide you with a foundation for your long and successful leadership development path, able to adapt to an everchanging environment and meeting the needs of teams and employees into the future. Leaders need to be able to think big and see what's ahead of them on the horizon to be able to adapt quickly, whilst driving team performance and improvement.

A leaders ability to coach must be stimulated, giving awareness of the importance of coaching performance through effective communication and interactions and its impact and power on individuals.

Learning through experience, of the value of effective one-to-ones and their place in the development path of individual team members will act as a catalyst to developing further mentoring and coaching skills as leaders grow.

Finally understanding the Nature of Leadership and the intention of a leader may itself be the most significant and lasting of all the principles. Being aware that through your actions and behaviors you can influence the performance of your team to produce results much greater than any individual could achieve is perhaps the very Nature of Leadership.

# WHAT IT'S ALL ABOUT

## Target Group

Every new leader and leaders of teams who wants to grow their foundational leadership skills to drive performance and become a Haniel leader. This program is not designed for individual contributors.

## Learner's Objectives

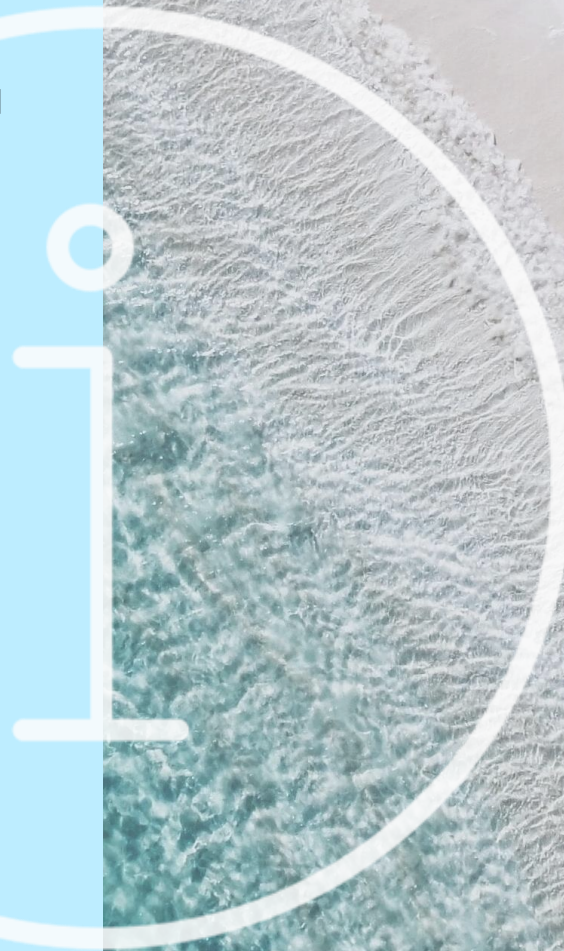
- Increase self awareness of your own and the preferences of others, including a behavioural based 360° profile
- Develop personal leadership skills of proactivity, ownership, clarity, prioritization, effective teamwork, communication and work life balance
- Developing a leaders mindset, setting the team up to get results, holding effective one to one meetings, managing change and learning to coach

## Format

Hybrid training program including virtual and face to face elements.. The program will be support by web-based 360 profiles.

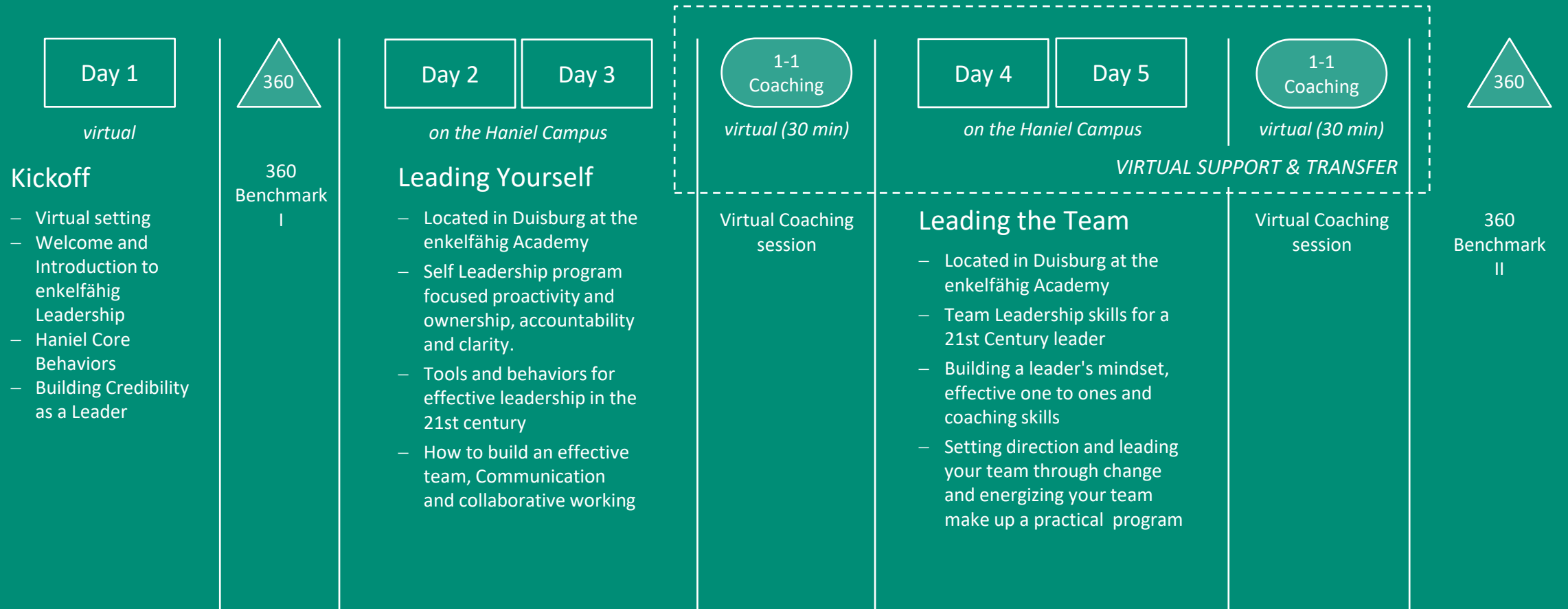
## Language

English / German



# YOUR LEADERSHIP JOURNEY

## 6 MONTHS LEADERSHIP JOURNEY



# FACILITATOR & VENUE



## Lead Facilitator – 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.



## Our Venue – The Haniel Campus

The Haniel Campus is in the heart of the Ruhr region as a central location for collaboration and development of innovative, sustainable and future-oriented business models of the Haniel Group and its partners with the expertise of an established family business and the courageous entrepreneurial spirit that has always distinguished Haniel throughout its history. Learning is a central theme on the Haniel Campus, which is also manifested in the transparent Academy building. On the whole Campus, employees across all levels of the Haniel Group find a place to collaborate and join up their thinking for the better. Come here for learning, personal growth and for being inspired by people of the Haniel Group.

# 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.

## Dates and Time

Based on the current demand on leadership trainings, we offer 2 programs with the specific dates below. The virtual kickoff session will take place from 9 am to 4 pm (CET). The starting time of the module is 9 am (CET) on the first day and it will end at 5 pm (CET) on the second day.

## Contact Persons



### Nomination & Organization

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## Costs

1,500 € net costs per participant plus  
750 € for board and lodging.

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

# PROGRAM OPTIONS

Option	Kickoff <i>(virtual)</i>	Module 1 <i>(in Duisburg)</i>	Module 2 <i>(in Duisburg)</i>
March (German)	22.03.2024	15.-16.04.2024	22.-23.05.2024
April (English)	30.04.2024	28.-29.05.2024	25.-26.06.2024
August (English)	27.08.2024	11.-12.09.2024	15.-16.10.2024
October (English)	01.10.2024	29.-30.10.2024	19.-20.11.2024