

MAKE A
DIFFERENCE

A person is rowing a small boat on a large, calm lake. The background features a range of mountains, some with patches of snow, under a blue sky with light clouds. A large, semi-transparent white letter 'A' is overlaid on the right side of the image. The text 'Individual Excellence' is written in white, with 'Individual' in a smaller font and 'Excellence' in a larger font, positioned in the lower-left area of the image.

Individual
Excellence

WHAT'S IN IT FOR ME?



The Haniel Core Behaviors are our compass, by which we navigate our course towards growth.

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, it's about being able to sustain, being able to maintain these behaviors day after day, and have the energy to do this. It's 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 the things that make us who we are.

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 a 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



JOURNEY TO EXCELLENCE



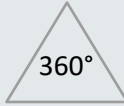
YOUR JOURNEY

Kickoff

1 hour virtual

Introduction

- Introductions and Objectives
- Expectations of your Excellence Journey
- Getting prepared for the 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:

Nomination Process

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

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 in German and one in English. 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.

April (English): Kick-off: 29.04.25, virtual (9-10 am)
Core Module: 03.-05.06.25

August (German): Kick-off: 12.08.25, virtual (9-10 am)
Core Module: 23.-25.09.25

Costs

700 € net program cost 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 audiences, in the language you want, at the cost you can afford, with the level of customization 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

