

## Leadership Transformation System

# From managing to strategic shaping

A modular six-month program for executive leadership teams and executive committees seeking to architect leadership effectiveness. Highly individualized, strategically focused, and measurably effective.

### Who is it for?


- Executive leadership teams & executive committees
- Senior and middle management
- Organizations undergoing transformation or growth

### What emerges?

- Sharpened vision & mission
- Leadership principles & shared values
- Strategic leadership roadmap
- Individual executive action plans
- Shared capability map


## The 3 impact dimensions of leadership

All three dimensions are essential—none works in isolation. The program operates at the intersection of person, role, and system.




#### Resilient Mind

Personal leadership capacity, decision strength, and the ability to navigate pressure and complexity.



#### Strategic Mind

Clarity on direction, priorities, and one's role within the overall system.



#### Impactful Mind

Execution power, a shared leadership language, and tangible impact in everyday organizational practice.

## Modular Program Architecture – 6 Months

The setup combines **70% individual executive coaching** with **30% collective formats** within a clear, flexible structure. Highly customizable to the client's context and objectives.



## Primary Business Case

The program addresses four strategic levers—weighted individually depending on the organization's situation:

### 1

#### Performance & Effectiveness

Increase leadership quality and decision-making capability at the executive level.

### 2

#### Leadership Quality

Develop decision strength and strategic clarity within the leadership team.

### 3

#### Culture & Collaboration

Establish shared values and an effective, common leadership language.

### 4

#### Strategic Transformation

Navigate realignment, growth, or organizational change with clarity and impact.

## My approach


I combine **organizational development and personal development** - strategic and operational perspectives, consulting and coaching, within one integrated setup.

Leadership is not trained here. Leadership effectiveness is architected.




## Flexibility & customization

The program is **highly modular and configurable** - with a clear core pathway and the ability for selective adaptation depending on the situation.




#### Duration & cadence

Approx. six months with a flexible rhythm, aligned to the executive team's operational realities.




#### Target-group setup

Executive leadership is closely supported; middle management is selectively involved; EO/executive team participate in kick-off and closing.



#### Format mix

70% individual 1:1 coaching, 30% collective workshops—balancing personal depth with systemic impact.




#### Diagnostics & measurability

A combination of qualitative interviews and structured participant assessments.


## Concrete outcome artifacts

All artifacts integrate **seamlessly with strategy, transformation, and HR processes** - and remain effective within the organization beyond the program.




#### Vision & Mission

Sharpened strategic direction with a clear future perspective.




#### Leadership Principles

A shared values framework and leadership mindset serving as a cultural anchor.




#### Capability Map

Overview of organizational and leadership capabilities, including development pathways.




#### Strategic Leadership Roadmap

A common execution logic with clear milestones and accountabilities.



#### Executive Action Plans

Individual development plans for each executive committee member.



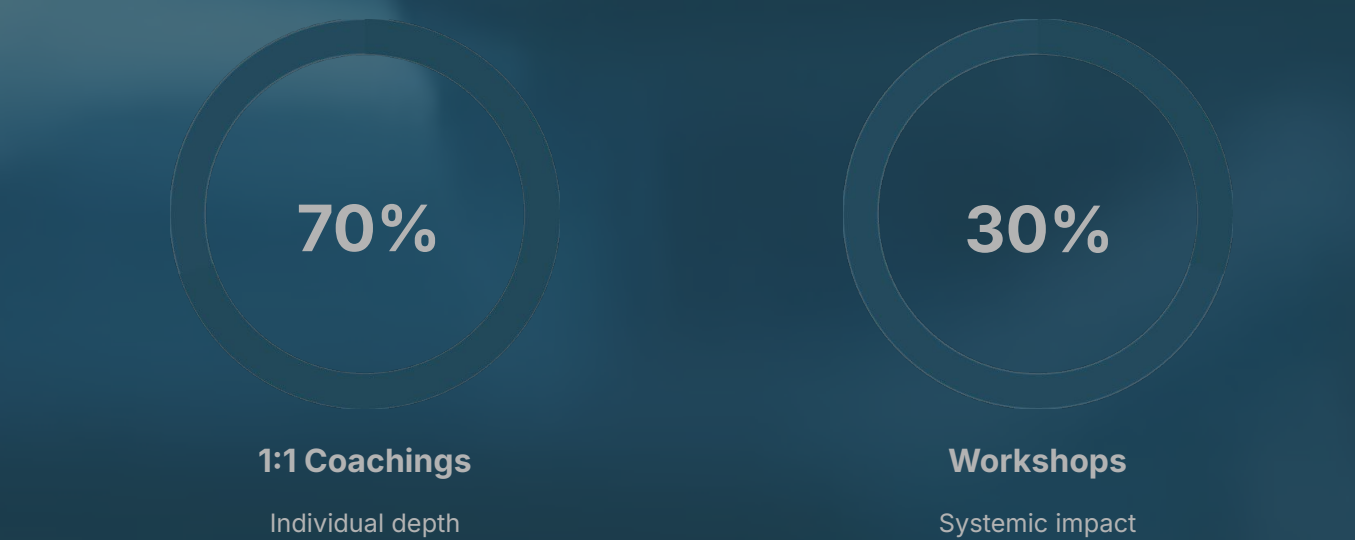
#### Measurable progress

Documented improvements in decision quality, clarity, and effectiveness.

## Why this approach works

I work as a **sparring partner to the executive leadership team** - with a clear strategic focus and strong execution orientation, at the intersection of person, role, and system.

The program is effective in both **proactive** contexts (scaling, growth, strategy cycles) and **reactive** situations (crisis, transformation).



"Leadership effectiveness does not emerge through training - it is built through clear architecture, personal depth, and strategic consistency."