

Leadership And People Development

"Leaders must wake people out of inertia. They must get people excited about something they have never seen before, something that does not yet exist."

Rosabeth Moss Kanter, Harvard Professor

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Leaders and managers today are facing big challenges. Increasing complexity and growing uncertainty require a high degree of flexibility as well as a cohesive structure. A balanced relationship between these two components is essential. Too much flexibility can result in a lack of focus, while too much structure can lead to a failure to adapt to change. The greater the external dynamics, the greater the need for appreciation and trusting relationships between leaders, managers and employees.

Good leadership requires a high degree of self-management and discipline and most importantly, a positive attitude of the leader.

All people have a great amount of creative potential, knowledge and skills, which unfortunately often remains mostly untapped. The ability to recognize, challenge, promote and implement the existing potential of your staff is an important factor for the success of your organization and each of your employees. An essential task of successful leaders is the ability to both support their employees, and challenge them to untap their hidden potential.

Below you will find an overview of the topics we offer in the field of leadership and people development and our related services. You will receive consulting, training, and workshops or individual coaching, tailored to your specific needs.

We thoroughly assess your needs, evaluating the existing knowledge and skills and building on existing resources. We support you with tailored hands-on training, coaching and consulting, providing only what is needed and adds value.

Preparing For Effective Leadership

Are leaders born or made? Leadership skills can be learned through proper training, coaching, practice, and experience, over time, as leadership training is truly life long learning. For effective development of leadership skills, it is necessary to follow the steps listed below:

- Analysis of the current situation, the role of your leaders and their effectiveness
- Clarification of objectives and goals
- Assessment of the current skills and those that need to be developed in order to reach the set goals
- Sustainable implementation of the newly acquired skills

Successful leadership is not only determined by the purely professional competence or expertise of the leader, Leaders must also have strong social skills; they must know how to provide constructive feedback, how to communicate in a clear, assertive yet respectful way, and how to motivate people.

Leaders must be self-disciplined and hone their decision making skills, their self-evaluation skills, their ability to admit mistakes, and to lead by example.

Successful leaders possess organizational skills, manage time effectively, and are able to delegate. They create a positive working environment and manage change in a meaningful, comprehensible and sustainable way. Leaders are authentic and walk their talk.

We are happy to support you in achieving your personal leadership goals. We help you develop your leadership skills and your personal leadership style.

Our services are varied, and include individual coaching and training. We offer tailor-made workshops, train-the-trainer seminars for managers, as well as consulting and mentoring programs. For further information about our services, please check the following sections: Organizational Development, Communication, and Global Competence.