

Leadership

IPA

Institute for Human
Resource Development
and Organization



Can good leadership skills be learned?

You know that your business organization depends on excellent management on all organizational levels in order to remain competitive. You need leadership personalities who can set the pace with resolve, who can **communicate their visions clearly** and who can initiate change.

The key question to ask here is: Can good leadership skills be learned? We think so! Managers' thirst for knowledge about the field of leadership is great. They want to learn, but do not want to feel like they are being instructed.

The experts at IPA incorporate these guiding concepts into their tailor-made development programs, offer consultation in specific areas of concern and assist you with executive coaching.

Set the pace



Skills critical for success

Like us, you believe that successful management consists of much more than knowledge about products and technologies. A **leadership personality** goes beyond. Not only is it knowledgeable, but it is also defined by a battery of different abilities and skills that include:

- emotional intelligence
- communication skills
- strategic thinking
- authenticity.

To reflect the broad spectrum of developmental goals, the learning process has to be **sophisticatedly and creatively** structured. This is why the IPA management development programs offer a diverse mix of learning methods, which include reframing/ perspective change, role play and outdoor-training, counselling from co-workers, rotation or mentoring.

Skill development



From staff member to top manager

The first 100 days as a senior manager are often characterized by uncertainties and a multitude of new responsibilities. In order to start your career in management successfully, it is important to have tried out and worked on your future role with its respective repertoire of behavioural skills before taking over a position of leadership. We ease the start of a management career by helping to **build confidence in potential leaders** in

- workshops which help clarify one's managerial role and self-image,
- or in workshops that simulate typical leadership situations and allow potential managers to try out these situations first-hand.

Our unique job compatibility assessment offers you support in choosing "the right leader for the right job." Choose IPA for this first step.

Improvement right from the start



Leadership also means self-reflection

Successful executives know their own strengths just as well as they know their own weaknesses. Good leadership demands the willingness and readiness to continuously reflect upon personal leadership experience and to be open for feedback as well.

The goals of such a learning process include:

- familiarizing yourself with your own resources and implementing them in the daily management routine
- identifying “blind spots”
- finding the balance between professional and personal responsibilities.

Throughout this learning process, the experts at IPA function as your sounding board and at the same time provide you with a safe but professional setting.

Use your resources

Leadership in an international arena

Senior managers who spearhead projects in the global arena are simultaneously confronted with the cultural diversity of their staff members and the increasing virtualization of the work process. Internationally staffed teams are subject to various cultural influences and also work virtually to a great extent.

The experts at IPA know which rules for team work have been proven themselves in an international context. We develop top international leaders by cultivating **cross-cultural competence**. We show you how to build a team ethos and maintain it across great distances.

It goes without saying, that our programs, seminars and coaching sessions are offered in English and other business languages.

Talk to us!



Act globally

Team up with us!

You know what goals are at the top of your management development agenda. The experts at IPA can advise you with regard to which combination of methods can help your senior management effectively and efficiently reach these goals.

In addition to on-site training and coaching sessions, action learning programs constitute an important learning component, for learning truly takes place when one faces **concrete challenges**. We bring the management from the different departments of an organization together. These teams work out solutions to actual business problems and reflect the learning process with the help of an IPA expert. In addition to this, we offer you strategic advice if you would like to begin to **rotating** talented management through different business divisions and geographical regions.

Selected IPA methods and seminar topics:

on-site training

coaching

topics include:

- change management leadership
- marketing-/sales oriented leadership
- leadership of international teams
- integral leadership
- the first 100 days as an executive
- project management

action learning

counseling from
co-workers

Intelligent combinations



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