

Leading a business ... healthily, ethically, successfully ... is fundamentally about leading people ...  
Leading an organisation ... healthily, ethically, successfully ... is fundamentally about leading people ...  
which necessarily incorporates leading oneself. There is no separation.

Leading is Inside-Out work.

People do business.

Business is about people; technology is a supporting enabler.

This will never change.

As a leader, you are responsible for other people.

Here, you play a crucial role in cultivating the environment in your organisation and thereby, automatically, in society.

The responsibility is huge and can be psychologically draining.

You are, inevitably, dealing simultaneously with multiple complex challenges, including ... pressure from people to whom you report (for example, investors, your superiors, owners); pressure from those who report to you; organisation politics; perhaps regional political pressure; business challenges; possibly conflicts with customers, suppliers, competitors, partners, colleagues ... and others ...

You also need to support, nurture and positively challenge employees ... while providing orientation and clarity even when the environment is shrouded in such a thick fog that you are struggling to form a clear picture of the core challenges for yourself.

Perhaps you need to communicate unpopular decisions that affect the lives of others and their families.

The pressures can be relentless. Human behaviour is inherently unpredictable. Such is the beautiful messiness of life.

You may ask yourself, *“How am I going to cope with these pressures?”*

The more pertinent Question, however, is ...

***“How am I and others going to develop and thrive in this challenge?”***

## **Our Focus:**

To enable you to thrive as a leader and as a Human BEing ...

... and thereby ... enabling the people for whom you are responsible ... to thrive in their work, indeed, in their life.

Although everybody, together, is responsible for the quality of interactions and business outcomes in your organisation, as a nominal leader, through the attitudes and standards you demonstrate, you unavoidably provide an example for others to follow.

We will work practically and experientially ... with the intricate messy interdependencies of life, encompassing ethics, dignity, business pressures, personal and business conflicts, patterns, values, attitudes towards fellow human beings and the world, integrity, uniqueness, resilience, power, constraints, value, perceptions ... and above all ... the quality of the relationships we cultivate.

This list is not exhaustive. No list can be.

You will have plenty of space to bring in your personal challenges.

## Who will benefit from this Programme?

Anybody with formal responsibility for leading people, meaning all nominal leaders, including ... founders, senior managers, executives, department heads.

## How you will benefit from this Programme

It's about "ME" ... meaning, of course ... YOU.

My behaviour, how I lead reflects the person who I am, how I perceive life and my fellow Human BEings.

- You will become acutely aware of the patterns and motivators that influence your personal leadership style, and how your BEing inevitably shapes the working environment for others.
- You will be able to recognise and work with the visible and invisible challenges, constraints and traps inherent in leading people.
- You will discover the Questions you need to ask yourself to enable you to adapt your interactions with others according to the situation, without compromising your integrity.

This programme is for you.

Feel invited to contribute actively. Learning with one another enriches the experience for all.

## Working Language

This programme can be facilitated in English or German.

## Time Investment and Scheduling

**In-person:** ... the ideal format for this programme.

*Phase I:* 2-days intensive. *Phase II:* 1-day follow-up deep dives every 3-4 months.

**Online:** Recommended where Covid-related restrictions prohibit in-person workshops.

*Phase I:* 6 sessions of 2 hours each. *Phase II:* 2 x 2-hour follow-ups every 3-4 months.

## Financial Investment

Please contact me to discuss your specific needs.

## Your Facilitator

Eric Lynn (<https://cultureqs.com/eric-lynn/>).