



Radical

Pragmatic

Sustainable

Company Profile

"The quality of leadership, more than any other single factor, determines the success or failure of an organization."

Fred Fiedler & Martin Chemers

N Vision Learning Solutions is a leadership development company.

We believe that leadership is everything to the success of your organization. Engaging people to produce their best, driving appropriate and relevant change and creating extraordinary results are the benchmarks of N Vision's learning solutions.

In 2006, we designed and delivered leadership and management learning solutions in 14 countries. More than 1,000 'global players' representing 30 organizations from 34 different nationalities joined us to improve their leadership and management skills this past year. For over two decades, members of the N Vision Learning Solutions team have been passionately pursuing excellence and results in the leadership development field.

Why Leadership Development?

The quality of your people's performance is shaped by the quality of your leadership. Leadership not only determines people's performance, it shapes their sense of self-esteem, self-worth and personal well-being. This in turn underpins and drives, to a large extent, the quality and enjoyment of their personal lives and the quality and happiness of their families and social life.

For a long time, there was the belief that these leaders were 'born and not made.' Clearly, as in any arena of activity, there are those with natural talent. This applies also in the world of leadership. There are natural leaders but, again, as in any other sphere of activity, e.g. sport, politics, and the military, effectiveness can be studied and skills developed.

We have learned from these high-performing role models that we can create powerful learning environments that stimulate people, who aspire to lead, to embrace leadership development and to realize that they can lead and do it supremely well. In the final analysis, as demonstrated time and time again in a multitude of disciplines and industries - leadership really does matter. In fact, we believe, it is everything to the success of your company.

What can we do for you?

First of all, if you are a leader, or responsible for leadership development in your company, how would you answer the following five questions?

- How well do we clearly communicate our purpose and direction from the top?
- To what degree are all of our leaders aligned in their understanding of their roles and objectives?
- Are people throughout our organization emotionally engaged and committed to the overall success of our organization?
- Do we have a corporate culture that values the release and growth of individual talent?
- What key performance indicators do we measure and do we have a culture of valuing and practicing constructive feedback?

If you cannot answer with a resounding, "very well or yes" to all of the questions above, then at the very least, we should have an engaging dialog together about how we could help you to develop more effective leaders in your organization.

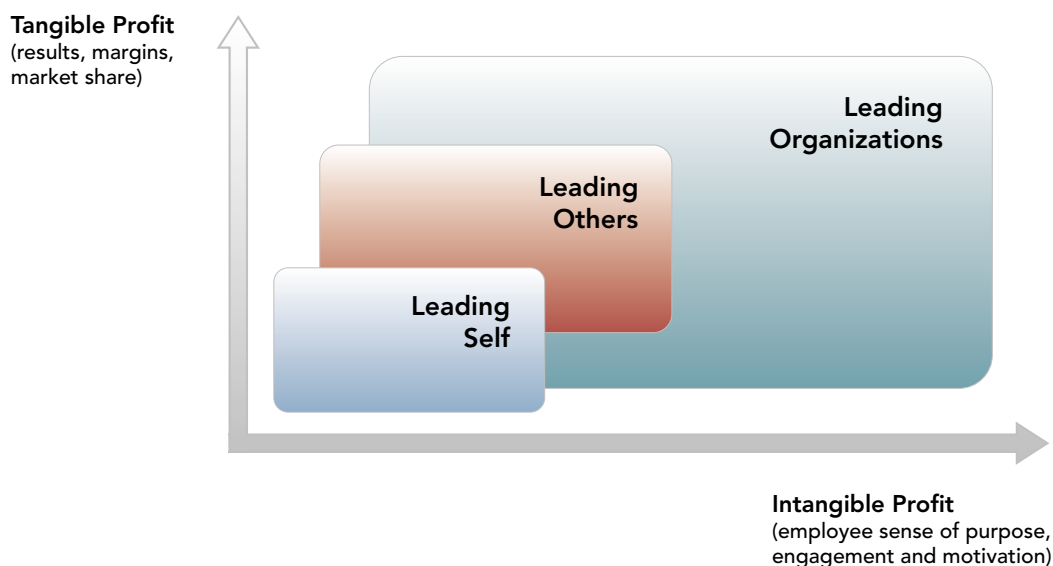
'Leaders Learning for Profit'

'Leaders learning for profit' is our motto. While most dictionaries define profit as a tangible business result, the origin of the word profit means 'to progress and to advance.' This means leaders are achieving or exceeding tangible business targets through unleashing the intangible potential in themselves, their teams and organizations they lead. Our passion and expertise are in developing people, as leaders, to learn for profit.



The question "how do you develop leaders?" we explain through PACE & PRACTICE².¹ Our Thought Leadership platform, PACE & PRACTICE² captures the dynamic essence of our philosophy, experience and approach to leadership development including both our soft practice and hard practice. By focusing on soft and hard practice, the emotional and the cognitive, the heart and the head, we engage the whole person as a leader. We are convinced, along with thousands of clients, that the resulting synergy multiplies the impact of our learning interventions many times over.

Our Solutions Approach to 'Leaders Learning for Profit'



Based on our belief that

- (1) leadership is everything to the success of your company,
- (2) leadership is a dynamic and often an informal process, and
- (3) leadership is a developmental process both for individuals and for organizations,

we use the Leadership Learning Frameworks to identify key learning solutions with our clients.

¹ See our PACE & PRACTICE² for additional details about our strategic approach to leadership development.

Our Team

We recognize that our ability to design and deliver cutting-edge learning solutions requires a diverse consultant team. Our multinational team understands how to get people who think differently to work together. We can deliver learning solutions in several languages. We bring a vast amount of international experience to your business and human development needs. Over the past decade we have developed and led learning interventions in Austria, Belgium, China, Czech Republic, Dubai, Egypt, France, Germany, Great Britain, Hungary, Italy, Malaysia, The Netherlands, Turkey, Poland, South Africa, Spain, Switzerland and the United States.

Our senior partner team brings a great deal of depth, expertise and results to executive coaching, strategic focused leadership, developing teams of leaders and talent management. Our senior and learning consultants round out the N Vision Learning team with strong capabilities in our Leading Self and Leading Others Frameworks.

What makes us truly different is:

- Our ability to consistently deliver tangible, sustainable results.
- Our people, who are expert and passionate about leadership development.
- The unique and authentic way we create our learning partnerships.

What Our Clients Say

"If I and some others were ever skeptical about the value of your approach, let me ensure you that today we truly harvest from unexpected insights and key experiences which ongoingly influence our individual and of course our organizational performance to an enormous extent."

Dietrich Fechner, Managing Director, CIBA Vision GmbH and Global Head DAILIES Supply Chain

"We have worked with you for over five years and I can say without hesitation and without question that you have provided us with high-class learning solutions and top-quality support."

M.B., HR Specialist for Corporate Leadership Development, Global Transportation Company

"Doing business with N Vision means for us a very high degree of trust and mutual understanding. N Vision shows a remarkably high degree of personal involvement as well as professionalism in developing future leaders as well as working with several management teams within our company. We trust their business orientation and their focus on true leadership which distinguishes them from competitors and which is why we chose them for delivering our programs."

Harald Hinderer, Senior Director People Development & Learning, Fujitsu Siemens Computers

"Each of the development packages implemented by N Vision Learning Solutions was directly applicable in our "day to day" organizational environment. The impact as a result of this developmental platform allowed for a measurable improvement in multiple key performance indicators which highlighted for me the idea of "real and applicable learning". The caliber and performance of N Vision Learning Solutions from my perspective has been exceptional and is considered a long term value for the growth of our organization."

R.R., Supply Chain Strategic Head, European Semiconductor Manufacturer

The N Vision Statement of Purpose

Our heartfelt purpose is to design and deliver radical learning solutions for today's and tomorrow's leaders. We motivate and enable leaders to develop pragmatic mindsets that stimulate change and lead to sustainable personal and business profit.

Our Unifying Principles

Our Clients

We partner with leading decision makers who strive to achieve personal and business excellence through serious investment in themselves and their people.

Our Relationships

By acting with integrity, transparency and being authentic, we strive to build accountable relationships. These are the cornerstones of our interactions with our clients and each other.

Our Identity

We aim to become a reference group in leadership development learning solutions. We are united in our desire to encourage and support our continuous personal and professional growth. Through this, we attract exceptional talent for the benefits of our clients and the N Vision community.



Our Learning

We deliver radical, pragmatic, and sustainable learning solutions for today's and tomorrow's leaders. The cornerstones of our learning methodology are:

- reducing complexity
- engaging head and heart
- creating relevance and meaning
- being authentic



N Vision Learning Solutions GmbH
Franz-Joseph-Straße 12 / Das Gartenhaus
D-80801 München
Tel. +49-89-306 322-0
info@nvision-learning.com
www.nvision-learning.com