



Our Key Leadership Services for You

"At the end of the day you bet on people, not strategies."

Larry Bossidy, CEO, Allied Signal

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A company today without a razor-sharp focus on the performance and development of its total leadership, is like a ship without both a compass and a rudder. We believe unequivocally that your company's success is about your people, how they lead, how they are led and how passionately and skillfully each person aligns and delivers the goals of your organization. Our core learning solutions are designed specifically and aligned strategically to focus and drive the development of leadership in all its aspects throughout your organization. Each of these learning solutions is mission critical in organizations which strive to transform human potential into aligned performance. We believe this lies at the very heart of achieving sustainable growth in markets and times of ever increasing complexity and uncertainty.

Leading Organizations

The challenges for leaders who lead an organization are huge. The demands are immense, multidimensional and ever changing. We are deeply connected to these tough demands of creating a learning environment for your organizational leaders that clarifies the complexity of a situation, provides clear vision, strategic focus and the means of mobilizing people into wanting to perform to their very best. Our passion is to partner with you in a dynamic and creative way to make a real difference in the lives of your leaders and significantly strengthen their effectiveness and potential for the future.

Large Group Cohesion, Focus and Aligned Execution (Groups of 30 to 300)

A major challenge in turbulent times is for leadership to say, "Well, I've decided to cancel my global Off-Site this year, time to save money." While saving money is a tactic for short-term survival, canceling this type of event will not help you nor your company address demanding issues that require the combined and aligned efforts of multiple functions in your company. Over the past four years, we've facilitated over 30 Large Group Off-Sites, resulting in remarkable outcomes. These positive results have been achieved by working closely with senior management teams, inspiring them to want to make a real difference by engaging in the process and dynamics of the Large Group learning event. Our Large Group Off-Sites are dynamic, highly motivating and full of exchange and engagement. Organizational change, merging companies and strategic renewal are often organizational issues that stimulate the need of such events.

Team of Leaders

Teams of Leaders are all too often the most unrealized source of potential in your organization. Imagine the impact of your senior executive team or global function team of leaders improving their effectiveness by 10% - what benefits would this have for your organization? Power, status, hierarchy and 'individual ownership of delivering results' will very often compromise fully engaged and open dialog in the determination of the true purpose, role and behavior for a particular team of leaders. Our work with these teams has been highly effective in developing: vision, values, strategic clarity, organizational culture & clarity, and a rigorous focus on pivotal team priorities. This learning solution works best when it starts with your most senior team of leaders.

Executive Coaching

This one-to-one, holistic and highly personal learning solution is the unique opportunity for organizational or functional leaders to step back and prioritize their key leadership challenges, explore the effectiveness of their leadership styles and develop a pragmatic plan of action for achieving personal change and individual aspiration. Its core aim is to enable the executive leader to reflect on their mindsets, their patterns of behavior and its impact on others, access deeper levels of self-awareness and to become more effective as an organizational leader and role model. This personal development process is conducted with the highest degree of integrity and confidentiality by a trusted and experienced third party.

Additional Leading Organizations Learning Solutions include Strategic Focused Leadership, Business Driven Action Learning, and Leading Change & Integrations. For more details call us at +49-89-306 322-0.

Leading Others

The learning solutions within Leading Others form the fundamental platform in which your organization executes its strategy and delivers its goals. The extent to which your leaders have mastered the 'art, craft and science' of leading others will determine how aligned and effective your organization will be in its overall performance and success.

Talent Development and Optimization

Filling the leadership pipeline and closing talent gaps is vital to your organization's growth strategy. Partnering with us on your Talent Development and Optimization initiatives ensures the availability and continuity of key talent for critical leadership positions within your company. Since 2004, we have designed and delivered more than 25 talent development programs for nearly 2,000 leaders. In carefully designed learning environments, we work with high potential leaders at both the operational and strategic levels to ensure that today's talent becomes tomorrow's leaders for you. Our talent development programs are highly successful, in part, because we partner closely with human resources and appropriate senior management stakeholders. Our ability to bring 'your business in the room' and balance the professional personal development for each talent has established our reputation as exceptional talent developers. Our Talent Development initiatives support both managerial and expert talent pathways.

Performance Management

No other management process can have a more significant impact on individual, team and organizational results than your performance management process. Our ability to shift leaders' mindset from 'must do appraisal reviews' to 'invitation to exchange and grow' radically improves the effectiveness of your performance management process. It becomes an opportunity to connect and lead a dialog with your people about personal performance, professional growth and get a deeper understanding of individual contributions to the overall company. We help your managers understand performance management not as a mere measurement but as a powerful leadership tool and show them how to make it an essential part of an ongoing process of coaching and feedback exchanges to achieve great business results. This learning solution works best when your performance management instruments are used during the learning.

Building and Leading Highly Effective Teams

Your issues, a jointly defined learning agenda and our skilled team input and facilitation leads to highly effective team building engagements. Our team building engagements (nearly 100 in the past eight years) involve pre-program work and analysis, the Off-Site intervention(s) and an agreed upon follow-up and recommendations how to take the results forward successfully. Our team development interventions balance the work needed in group dynamics while addressing team business issues at hand. We coach your team leaders to define and refine their clarity of direction, be emotionally accessible and develop a sense of identity and purpose to be successful. Let our experienced N Vision Learning consultants partner with your leaders to support them in developing self-awareness, building effective team structures, facilitating constructive communication and interaction, and creating a high performance team environment. Depending on your organizational environment, we include additional learning frameworks required for leading virtual teams, leading in a multicultural environment and/or leading cross-functional teams in a matrix organization.

Additional Leading Others Learning Solutions include First Time Leadership, Leading International Groups, and Coaching for Results. Call us at +49-89-306 322-0 to learn more about our Leading Others initiatives.

Leading Self

Central to all that we do as developers of leaders is the recognition that no real development happens for a leader unless there exists within that person a number of core 'leading self' attributes. These we have come to regard as key conditions for an individual to be identified and developed as a leader. These attributes include: self-awareness and discipline, a desire to learn, the ability to listen and receive feedback, a determination to succeed, and a desire to encourage others to develop. Our Leading Self development programs, regardless of their functional theme, aim to support personal and professional growth of these attributes.

Developing Intercultural Competence and Managing Differences Effectively

Your organization brings people from different cultures and backgrounds together to work, learn and create results. Differences in national and corporate culture as well as personality structures place added demands on professionals in your organization. In this highly interactive program we use experiential learning activities, case studies and group discussions about cultural frameworks to challenge your people. Step one is to understand that doing things differently is not right or wrong, but simply different. The following steps include learning how to switch style while remaining authentic, and how to develop strategies for common approaches to achieve business results. Learning how to deal constructively with specific intercultural flashpoints and manage differences effectively for mutual success are core aspects of this learning intervention.

Presenting and Negotiating for Results

Presenting your ideas, products and services convincingly is an essential leadership skill. We enable your people to craft high impact presentations, as well as coach them how to deal with difficult Q & A sessions. Your professionals learn to present from their natural strengths as well as how to incorporate tips we've gained from two decades of coaching professionals in their presentation and negotiating activities.

While business deals often begin with a presentation of some sort, it's the successful negotiation that makes or breaks the business result. While many business schools can share the benefits of Win-Win Negotiating (The Harvard Model), our added value lies in the ability to help you get what you want when the other party doesn't want to play win-win with you. Supported by our N Vision Learning consultants, you will significantly improve your presentation skills, practice real-life business negotiations, and learn how to successfully handle difficult situations and establish co-operative relationships with international business partners.

Operational Excellence through Personal Effectiveness

To be successful today, you have to be able to do more in less time, compared with a decade ago. At some point, however, it's not about working harder, it's about working differently. Aligning personal, team and strategic objectives to set priorities, leveraging proven time management principles, and learning to say 'no' are central to this learning intervention. The primary objective of this learning event is to help people spend their time doing what matters most.

Additional Leading Self Learning Solutions include Discovering the Leader in Me, Conflict Management, Developing the Consultant Mindset, and Running Effective Meetings. Call us at +49-89-306 322-0 to find out more about our Leading Self initiatives.