



# GRASS Leadership Coaching Programmes at a glance

### ▲ «Clear» approx. 2 months

- Take stock
- Performance Check
- Preparing for future role
- Developing your leadership style

## ▲ «Perform» approx. 4 to 6 months

Like Programme «Clear», additionally:

- Recognise and develop potential
- Discovering reflection processes
- Exploring interaction processes
- Set goals for development
- Implementation / Development
- Case-related coaching settings

# ▲ «Sparring» approx. 6 to 12 months

Like programme «Perform», plus:

In-depth, individual and practical coaching interventions

#### Your added value

Visible increase in impact, performance, commitment, and resilience

# GRASS Leadership Coaching: Service Quality

- ▲ Leadership coaching means professional, individual support tailored to the persons need. Thereby we start with the current situation of the managers and support them in their development.
- ▲ The programme is both suitable for managers, who are new in their managerial role, as well as for those who have held a management position for some time.
- ▲ The coaching promotes the development of the individual's personality, performance, and social competence, in a sustainable manner, thus enhancing personal and entrepreneurial success.
- ▲ The consultants are seasoned professionals with successful track records, a comprehensive range of methods as well as practical and strategic leadership experience.

#### Branch Zurich

Grass & Partner AG Wiesenstrasse 17 8008 Zürich Tel. 044 389 88 66 zuerich@grassgroup.ch

#### Branch Zug

Grass & Partner AG Bahnhofstrasse 16 6300 Zug Tel. 041 727 87 87 zug@grassgroup.ch

info@grassgroup.ch www.grassgroup.ch

#### Branch Basel

Grass & Partner AG Peter Merian-Strasse 54 4052 Basel Tel. 061 260 91 00 basel@grassgroup.ch

#### Branch Lucerne

Grass & Partner AG Habsburgerstrasse 12 6003 Luzern Tel. 041 361 61 88 luzern@grassgroup.ch

#### Branch Bern

Grass & Partner AG Nägeligasse 13 3011 Bern Tel. 031 310 05 60 bern@grassgroup.ch

#### Branch St. Gallen

Grass & Partner AG St. Leonhardstrasse 22 9000 St. Gallen Tel. 071 499 63 63 stgallen@grassgroup.ch

# GRASS Leadership Coaching Fit for Leadership

Professional support with regard to leadership development

# **GRASS Leadership Coaching**

The joint development of a clear self-perception provides an important basis. Based thereon, leadership competencies are developed in a targeted manner.

It is a highly effective and efficient form of training; leading to empowerment on various levels and strengthening social skills in particular. Our programmes focus on the needs of the managers and the company. Progress is made visible through joint feedback. This enables the development to be adapted individually and to be continued.

#### **ANALYZE REALIZE FOCUS** 5. Performance Perspectives, Performance, Performance **Performance Status Analysis** Check and Strategy Coaching **Transfer** Who am I? What Where do I stand in life? How do I want to lead? Rigorous implementation **Ensuring sustainable** What do I want to achieve? of the topics addressed is it I can do? What is it that I can build change and development ▲ Leadershipstrategy ▲ Personality and on? What is lacking? Which areas would I like to develop? ▲ Make an impact as a ▲ Implementation What is expected of me? aptitude test manager and be visible development topics ▲ Self-analysis and ▲ Comparing stock taking ▲ Reflection ▲ Iterative feedback ▲ Reflection work with self-assessment with expectation profile ▲ Define a development perspective process everyday case studies ▲ Determine deviations ▲ 360-degree feedback ▲ Develop a target profile ▲ Shadowing in the ▲ Specific training ▲ Values that influence ▲ Identify focal points ▲ Set personal success criteria work place ▲ Mental preparation my decisions ▲ Dealing with stumbling blocks ▲ Crucial success factors ▲ What is it that motivates me, what is it that keeps me going Results Results Results Results Results ▲ Equity balance ▲ Coaching and ▲ Insight and self-knowledge ▲ Self-confidence ▲ Resilience enhancement ▲ Personality profile development focus ▲ Implementation strategy ▲ Effective leadership ▲ Continuous improvement ▲ Leadership profile ▲ «blind spots» ▲ Understanding of role repertoire and embedding of ▲ Potential appraisal ▲ Set development goals ▲ Targeted feedback leadership work ▲ Personal development

## **Additional Workshops**

- ▲ Mental training
- ▲ Resilience

- ▲ Networking
- ▲ Social Media

# Practical applicable leadership

- ▲ On-going work
- ▲ Feedback on current situations