

# Leading Transformation Unleash your power

Leadership culture and  
leadership team development

## Better and contemporary leadership with Grass:

### Excellence through experience, empathy and commitment

- As a specialist in professional changes, we have successfully supported hundreds of companies and individual clients in their professional reorientation, career planning and leadership development since we were founded in 1997.
- Our programme offers clients proven methods, tools and experience to make individuals or entire teams fit for leadership tasks and develop them further within their roles. The collective growth of a management team translates into renewed organisational performance.
- We see our advisory role as a responsibility: empathy, experience and tangible commitment to your interests form the basis for an effective collaborative partnership in the service of your future – because this is the only way to create the necessary foundation of trust on which effective leadership can develop.
- Although our Grass programmes have a defined scope of services, they are always tailored to the individual needs of the clients.
- Our permanent team of experts brings to the table many years of field experience gained in management and line positions in industry, commerce, finance and administration. Our advisors and coaches also have a large network, which we make available to you in the relevant mandates.

[grassgroup.ch](http://grassgroup.ch)

## The programme

Leadership is not a matter of course. Particularly in challenging times or during business crises, it becomes the focal point for the successful, future-oriented development of an organisation.

We have been supporting and advising managers or entire management teams since 1997 – because leadership is not just something to be transferred, it also needs to be learned. The programme is based on our proprietary **Grass Model**® and develops the skills and behaviours needed for effective leadership in three phases. Developmental steps can be experienced at all levels, already during the process, but especially after it has been completed.

### The clear indicators of this progress

1. Individual efficacy: self-management, trust
2. Team culture: energy, psychological safety, assumption of responsibility
3. Cultural maturity: feedback, values, freedom of choice

### Objective

- Making effective leadership the key to successful leadership teams or entire companies

### Target group

- Executive: C-level (members of the board of directors, executive boards) with a high level of corporate responsibility and transformation pressure
- Professional: leadership teams with corresponding responsibilities

### Intensity of support

- Tailored to individual needs

## Rethinking leadership – how impact will become the future

**New Strength. New Direction** – for organisations at the intersection of transformation, innovation and reorganisation, leadership is the decisive factor in leading the company into a successful future. With many years of in-depth expertise, Grass is here to support you if you want to rethink leadership while

unlocking hidden potential. Through our work, we develop and strengthen leadership cultures for entire management teams, thus aligning attitude, behaviour and systems. Leadership cultures that create impact – from the inside out. Together with your leaders, we create spaces in which leadership promotes trust,

provides direction and enables individual effectiveness. This allows organisations to grow – and to draw on their own creative strength, even in times of upheaval and unpredictability.

### Analyse

1. Status analysis

2. Goals and visions

### Focus

3. Preparation

4. Strategy

### Realise

5. Implementation

6. Anchoring

#### I – FROM INDIVIDUAL TO CULTURE LEADERSHIP IDENTITY AND ATTITUDE

##### Objective

Personal clarity and authentic leadership

##### Key question

How do I lead myself – and what impact do I have?

##### Focus areas

- Self-image
- Values
- Self-management
- Emotional intelligence

##### Formats

- Leadership self-assessment
- Interviews
- Team and culture scans

#### WE – FROM REFLECTION TO IMPACT LEADERSHIP TEAM AND COLLABORATION

##### Objective

Personal clarity and authentic leadership

##### Key question

How do we lead together – and how do we strengthen ourselves as a team?

##### Focus areas

- Trust
- Feedback, communication
- Shared responsibility

##### Formats

- Leadership journeys
- Team workshops
- Culture labs
- Peer coaching

#### SYSTEM – FROM INSIGHT TO ANCHORING ORGANISATION AND CULTURE

##### Objective

Sustainable anchoring of a “high-impact culture”

##### Key question

How does our leadership shape the culture in which we operate?

##### Focus areas

- Leadership principles
- Decision logic
- Values
- Structures

##### Formats

- Practical projects
- Leadership mission statement
- Cultural indicators
- Follow-up workshops