

Development Grow to lead

Leadership Development |
Leadership coaching



Leadership Development with Grass: Grow individually, succeed collectively

- 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 companies proven methods and tools to make individuals fit for leadership roles and develop them further within their roles. The personal growth of individual managers ensures satisfaction, identification and commitment in your teams and thus the success of the entire organisation.
- We see our advisory role as a responsibility: empathy, experience and tangible commitment to your interests form the basis for an effective, collaborative partnership – because this is the only way to create the necessary foundation of trust.
- Although our programmes have a defined scope of services, they are always tailored to the individual needs of the clients (company or private individual).
- Our permanent team of experts, advisors and coaches brings to the table many years of field experience gained in management and line positions in industry, commerce, finance and administration.

grassgroup.ch

The programme

Careers are not linear success stories, they are characterised by periods of uncertainty.

Our leadership development and leadership coaching supports managers through these leadership passages, from starting out as a talent in a new or first leadership role, to an expanded C-level responsibility, in a new industry or a new company through to challenging crises and transformations. Since we do not see leadership roles as a position or career goal, but rather as a lifelong learning journey, the focus of our work is on nurturing leaders in their development. Leadership grows through experience, self-reflection and targeted guidance. Our work is evidence-based and uses established diagnostic tools. At the heart of this is our **Grass Model®**, which we use to ensure that analysis, roadmap and implementation are linked and that progress is sustainably embedded in the process. We are convinced that this demanding work can only be carried out by experienced advisors.

Objective

Support and development of managers for successful leadership in companies and transformation contexts

Target group

- Professionals and ambitious executives and managers, lower to middle management
- Executives and C-level leaders, senior management

Duration

- Tailored: 3 to 6 months development programme, performance advisory and leadership coaching

Leadership means success – real leadership unleashes strength

“Employees come because of the company, stay because of the task – and resign because of the manager.” This statement addresses a core challenge of all companies: too often, people do not leave the company and certainly not their team, but rather their bosses, who are deficient in professional or personal skills (or both). Leadership development is therefore a necessary and powerful task for organisations. Professional and

tailored to the needs and profiles of the leaders, it becomes a decisive lever: with the right mindset and skillset, team leaders not only succeed in attracting people and retaining them for the company – with genuine leadership they also make a significant contribution to the company's success. We have been supporting and developing leaders since 1997 on the basis of our proprietary **Grass Model®**.



Analyse

1. Status analysis

2. Goals and visions

LEADERSHIP DIAGNOSTICS

Assessment of current situation

- Personality analysis
- Strengths analysis
- Leadership passages
- Defining meaning, values and ethics

Performance check

- Resilience and energy
- Self-image vs external perception analysis
- Identification of the leadership style
- Cultural fit assessment
- Leadership identity

Result

- Comprehensive leadership profile

Focus

3. Preparation

4. Strategy

GROWTH ROADMAP

Leadership vision

- Vision and gap analysis
- Reflection and focus
- Individual development goals

Performance

- Successful leadership within your context
- Definition and coordination of action plan and fields of action

Result

- Leadership Roadmap

Realise

5. Implementation

6. Anchoring

PERFORMANCE ADVISORY

Creating efficacy

- Customised upskilling
- Resilience strategies
- Reflection in the team (on request)

Executive advisory

- Coaching with a focus on real leadership situations (conflicts, relationships, team culture, change, decision management)

Result

- Action strategies for specific leadership tasks
- Techniques and methods for self-management

Performance advisory (ongoing)

Once the programme has been completed, we offer ongoing support in the new role. Through sparring and coaching along critical leadership passages and

everyday management challenges, we help further anchor and **continuously improve your leadership performance.**

New Strength. New Direction.