

Leading Transformation

Reflect. Decide. Lead.

Sparring programmes
for executives

Pioneering sparring with Grass: Experience meets reflection

- As a specialist in organisational and professional changes, we support managers and companies through challenging change processes. Since 1997, we have successfully supported hundreds of companies and individual clients in their professional reorientation, career planning or leadership development – with a success rate of 97%.
- Our sparring programmes create a space for reflection, decision-making and development – on an equal footing, in a confidential and practical manner.
- We see sparring and 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 to achieve sustainable change.
- Although our programmes have a defined scope of services, they are always tailored to the individual needs of the clients. After all, we are not concerned with scalability, but with maximum impact.
- 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. This makes us an equal partner that combines technical know-how with operational experience.

grassgroup.ch

Our programmes

Our sparring programmes are based on the proprietary **Grass Model®** and, unlike coaching or consulting models, focus on dialogic reflection instead of intervention, strategic clarity instead of behavioural training and entrepreneurial resonance instead of psychologising.

Objective

We support managers so that they can act successfully in their day-to-day leadership roles and, above all, also in challenging transformation contexts.

Our focus areas

- Clarifying strategic decisions and priorities
- Sharpening leadership roles and reflecting on self-perception
- Understanding and managing team and communication dynamics
- Resolving conflicts constructively
- Strengthening trust, focus and impact

Target group

The programmes are aimed at executives, i.e. decision-makers who bear responsibility and are decisive for the stability and performance of their company:

- **C-level and management:** reflection on strategic decisions
- **HR management:** development of leadership teams, culture and trust
- **Managers in transition:** orientation in phases of change, growth or crisis

Duration

Because we are aware of the strong involvement of executives and the extremely dynamic nature of leadership positions, we offer them maximum flexibility:

- Fixed, limited term (3/6/9/12 months)
- Monthly sparring
- On-demand sparring (half-day)

New Strength. New Direction –
Sparring for successful leadership

To ensure the best possible achievement of objectives, the sparring goes through the structured process of our proprietary **Grass Model®**. Each of the three phases has a clear target range: Reflect – Decide – Lead. This enables step-by-step clarification, gaining clear direction and taking effective action.

We distinguish between sparring and coaching. We see sparring as a space for reflection based on partnership with immediate benefits for management and the organisation.

Our mission is to help managers act clearly amid complexity, reflect on their own impact and make decisions with substance.

As a neutral reflection partner, the sparring partner acts independently of internal dynamics, adopts a strategic perspective in uncertain decision-making situations and promotes personal development in day-to-day leadership through constructive dialogue instead of traditional coaching.

Your benefits from a successful sparring partnership: clarity in complex decisions, new perspectives thanks to experienced discussion partners, relief and confidence in taking action in critical phases.



Analyse

Focus

Realise



REFLECT

Create clarity

Analysis of leadership topics and decision-making areas

Result

Define target vision and focus areas

DECIDE

Find orientation

Development of alternatives, weighing up courses of action

Result

Conscious decision-making through dialogue and reflection

LEAD

Becoming effective

Support during implementation and communication, feedback loops

Result

Sustainable anchoring of leadership impact

Ongoing loops: recurring sparring sessions

Unlike development programmes or coaching sessions, sparrings are self-contained loops. With each new issue or problem, the structured and tried-and-

tested process of the **Grass Model®** is therefore repeated. Analyse, focus, realise – and lead successfully.