

# Are your employees taking on their first leadership role and worried about jumping into cold water?



## THE LEADERSHIP FOUNDATION PROGRAMME SETS FIRST-TIME LEADERS UP FOR SUCCESS – VIRTUALLY & AT EXACTLY THE RIGHT TIME THEY NEED IT!

### WHY?

It is in the interest of each organisation that the experience of the first leadership role sets the foundation for a successful leadership career in a company's leadership pipeline. Often first-time leaders experience challenges: moving from one's own expertise to managing others with the expertise; high expectations on oneself to master this challenge; or moving from colleague to being the boss. Therefore, special support is needed in the transition from team member to team leader.

### WHAT?

#### AN INTERACTIVE ONLINE COACHING PROGRAMME FOR A GROUP OF UPCOMING FIRST-TIME LEADERS

##### CONTENT

2 hour live **online video calls** with a team coach and a small group of **max. 6 peers with practical inputs** and material on leadership topics that are most relevant for the start of a leadership role

##### COMMUNITY

**Peer coaching** in the video calls enabling participants to **learn and get feedback from each other**. Exchange with each other in an online community between the video calls

##### COACHING (OPTIONAL)

**Individual one-hour coaching sessions** dedicated to the participants' concrete team situation, work environment and challenges **with a team coach** via video call

### HOW?

#### CONTENT: 10 SESSIONS

##### MONTH BEFORE START OF NEW ROLE

##### MONTH 1: WEEKLY

- ▶ Kick-off & self-awareness
- ▶ Leadership styles & branding
- ▶ Mindset & starter kit for day 1
- ▶ Starter kit for the first weeks

##### FIRST MONTH AS LEADER

##### MONTH 2: BI-WEEKLY

- ▶ Creating a team culture
- ▶ Trust & Empowerment

##### SECOND MONTH AS LEADER

##### MONTH 3: BI-WEEKLY

- ▶ Developing your team members
- ▶ Dealing with conflict

##### THIRD MONTH AS LEADER

##### MONTH 4: ONCE

- ▶ Participants choose topic / guest speaker

##### BONUS

##### 3 MONTHS AFTER THE END OF THE PROGRAMME

- ▶ Follow-up group call

COMMUNITY: AMONGST THE PARTICIPANTS VIA THE ONLINE COLLABORATION TOOL SLACK

COACHING: INDIVIDUAL COACHING SESSIONS ACCORDING TO THE PARTICIPANTS' AGENDA (OPTIONAL)

### UNIQUE FEATURES



• First-time leaders receive practical, **hands-on inputs & tools** for the interaction with their team



• First-time leaders are **accompanied by a coach**, at exactly the right time they need support: during the critical transition phase from team member to team leader



• Through a trustful virtual atmosphere, learning takes place **without any travel costs**

**FROM 2.499€ + VAT ONWARDS**

### WHO?



#### Katrin Grunwald

Team- and Organisational Development Consultant, Coach for First-Time Leaders and Founder

#### The Globe Team

www.the-globe-team.com  
contact@the-globe-team.com  
Leopoldstr. 7, 80802 München, Germany

### AS FACILITATOR AND COACH, KATRIN IS A TRUSTED PARTNER FOR TEAMS AND FIRST-TIME LEADERS AT THE FOLLOWING ORGANISATIONS:

