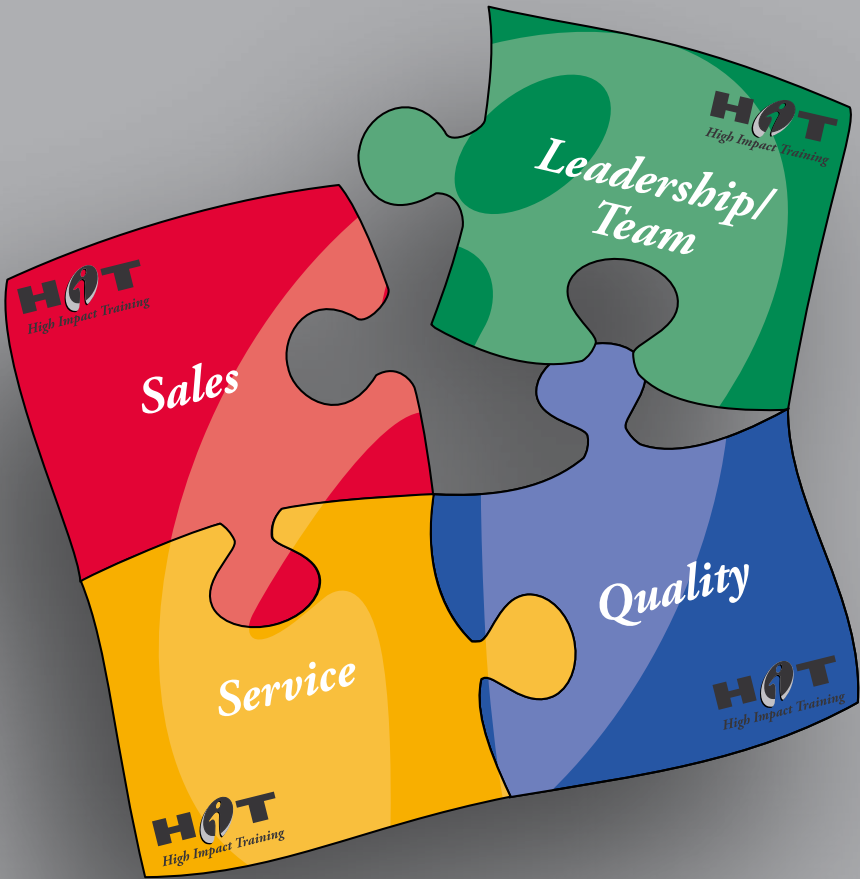


LEARNVISION

empower people - top results



Maximum Benefit through High Impact Training – HIT

Never before has the rate of change been so fast, have objectives been set at such a high level and never before have **demands on managers been so complex**.

How do you manage to develop the **necessary leadership/team skills** to master these challenges and secure success on a short- and long-term basis?

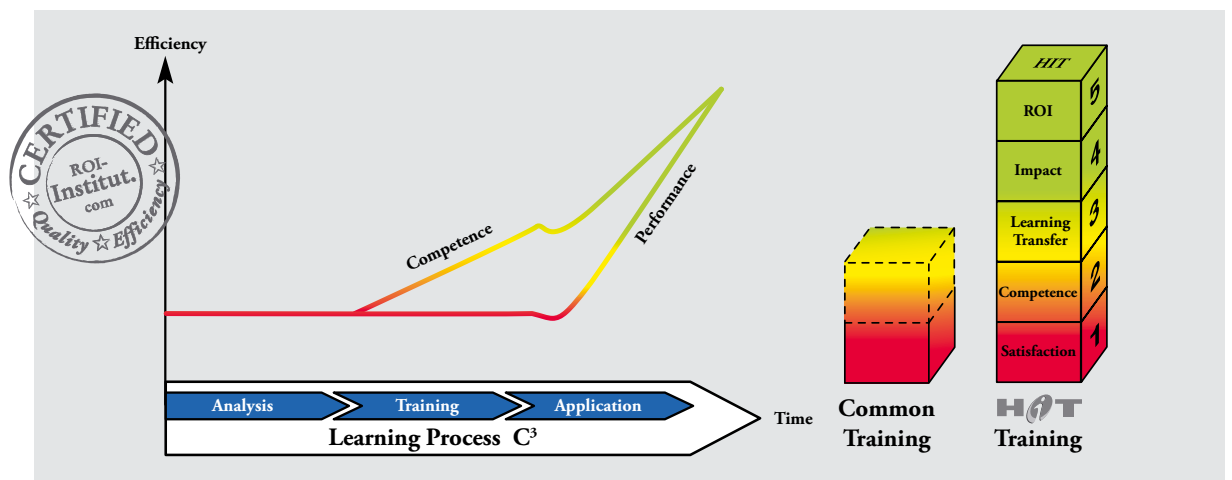
Win with HIT-concepts¹ which provide proven increased levels of success by:

- Developing **talents** and consciously taking time for coaching and staff development
- Dealing with restrictions such as fewer resources or tighter budgets in a **creative** manner
- Acting **in line with strategy** and with an eye to the future and motivating themselves to act as a role model even in difficult situations

High Impact Training¹

The Research-Based, Measurable Success Concept with Learning Process C³

An integral approach from analysis/assessment to high quality training and state of the art learning content through to application with controllable **learning transfer** and software-based presentation of success:



High Effectiveness to Secure Your Investments

- Established tools for maximum, **controllable learning transfer** with interaction of work processes
- Best practice design with 5 globally accepted efficiency levels (please see chart above) for **time- and cost-efficient implementation**
- Proactive qualification of employees according to company strategy
- Increase and secure managers' involvement and **commitment**

Demonstrate Training Successes to Improve Performance and Image

- Proven bridging between soft factors and measurable, monetary assessment
- Software-based evaluation methods with benchmark from the market leader to guarantee **controllability and sustainability**
- Quantitative and qualitative proof of **training value proposition** for total value chain

¹ Experiences from over **5,000 case studies** per year. Please ask for our current best practice case study which proves that **investments in training generate more value than other investments**.

Leadership/Team Impact System

Your Needs – Our Modular **HIT**-Design

Organisational Development	Coaching for Excellence	Group Leading	Group Interaction	Relationship Management
<p>Creating Navigators 1-2 days NEW</p> <p>Responsibility in Leadership 1 day</p> <p>Priority Management I, II 1-2 days</p>	<p>Acknowledgement and Feedback 1-2 days</p> <p>Performance Definition 1-2 days</p> <p>Performance Management 1-2 days</p>	<p>Train-The-Trainer 3 days</p> <p>Effective Presentation I, II 1-2 days</p> <p>Value Chain for Meetings 2 days</p>	<p>Effective Team Work 1 days</p> <p>5 Critical Success Factors for Teams 2-3 days</p> <p>Team Strategy Alignment 1 day</p>	<p>Stress Management 2 days</p> <p>Conflict- and Idea-Management 1-2 days</p> <p>Effective Communication 1-2 days</p>

Highlights ²				
<ul style="list-style-type: none"> ▶ Change as chance ▶ Leadership in stable/instable situations ▶ Visionary Leadership ▶ Emotional intelligence ▶ Cross-functional thinking and acting ▶ Successful delegation 	<ul style="list-style-type: none"> ▶ Situational/ planned coaching/employee dialogues ▶ Critical motivation factors for success ▶ Empowerment ▶ Distance- and peer Coaching ▶ Leading by acknowledgement 	<ul style="list-style-type: none"> ▶ Criteria of excellent methodology and didactics ▶ Multiplying expertise ▶ Facilitation techniques ▶ Measurable meeting results ▶ Presentation Intelligence ▶ Meeting culture 	<ul style="list-style-type: none"> ▶ 4 phases of team development ▶ Commit teams to objectives ▶ Integrated thinking and process-orientated behaviour ▶ Employee loyalty ▶ Mission and team values 	<ul style="list-style-type: none"> ▶ Eu- and distress ▶ Stress factors, coping skills ▶ Managing conflict situations ▶ De-escalation skills ▶ Develop and maintain trust and motivation

²We will gladly send you our detailed brochures with learning objectives for each module.

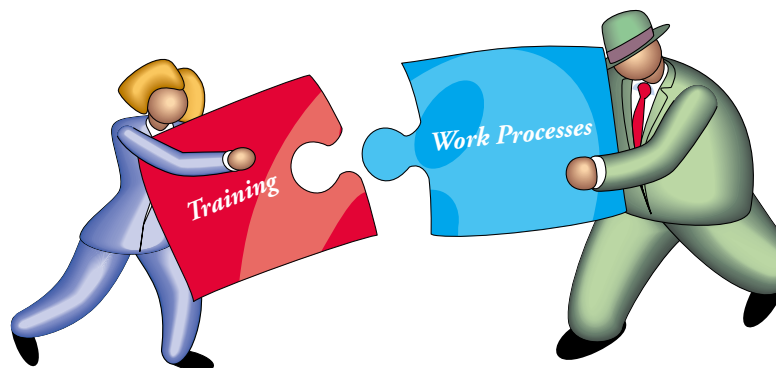
Impact System: Concept + Content = Your Success

- ▶ **Proven, modular 5-level concept** with new Leadership Tools guarantees exemplary leadership behaviour on site, also in difficult situations → increase in employee and customer satisfaction
- ▶ **NEW:** Integration of **Reinforcement** and **Coaching Tools** in all leadership modules ensures maximum learning transfer. **Reinforcement Tools** guarantee optimal **involvement of management** → role model function
- ▶ The definition of the skills critical for the success of a HIT-concept¹ is **research-based** → to master current and future challenges and to thus fill the “leadership pipeline”
- ▶ Leadership content can be **customised** according to target group, market and customer and/or be implemented via the train-the-trainer approach → **efficient** modifications according to skill requirements and forward-looking, know-how transfer in line with strategy
- ▶ The module content is applied according to **latest methodological** insights (learning process optimisation) → increased application in the work place



About us

- ▶ Global supplier of modern **training and consulting services** with a large portfolio for: **Sales, Leadership/Team, Service and Quality.**
- ▶ Over **20 years experience** in 45 countries in the expert management of global/local implementations.
- ▶ More than **70%** of top companies rely on our expertise.
- ▶ **Over 300 certified consultants/trainers with industry experience** with at least 500 training days
→ from practical experience for practical application.
- ▶ Customisation and multiplication concepts for **cost-effective** implementation.
- ▶ **Market leader** in the analysis of learning processes for sustainable training concepts.



■ Your local trainers/consultants

