

## **Targeted development of young leaders: a worthwhile investment**

Good leaders are "made" in difficult times.

Companies have different ways of fitting out their leadership "tool kit." While many companies send their young leaders off to public seminars and courses, others like **Continental AG** offer a bespoke "**Leadership Entry Program**" for employees who are about to take on leadership responsibility or who have recently moved into a leaders' role. The program is designed in line with the company's internal leadership principles.

In this program, the participants go through three modules coordinated with the company:

1. First they tackle modern leadership strategies and work on developing their own leadership philosophy.
2. In the second module the participants investigate the latest theories of communication and develop their interpersonal communication skills (e.g. staff appraisal interviews, praise, constructive criticism).
3. The final stage comprises the topics of team building (e.g. international teams spanning a number of company locations) and conflict management

A total time investment of about eight interactive seminar days with many exercise opportunities is required in order to guarantee lasting retention and sustained application in practice.

Do you have a good complement of substitute players on the bench? How do you provide your young leaders with the right tool kit for the leadership tasks they (will) face?

We are happy to support you in developing your own in-house training program for leaders, or in selecting suitable public seminars on leadership topics.

### **Your contact**

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