



LEADERSHIP PERFORMANCE

Leadership performance focuses on fundamental challenges such as growth, competitiveness and profitability, as well as overarching challenges such as focus and agility.

ADDED VALUE FROM STRONG LEADERSHIP PERFORMANCE

SECURE GROWTH

Would you like your company to keep growing? Perhaps even expand into new countries? Find new clients? Bring other products and services to market? Utilize distribution channels to their full potential? Then you need strong leadership performance, as leadership is a crucial driving force behind growth. On the one hand, a harmonious, innovative overall strategy provides the best framework conditions to expand your business, while on the other, human expertise is indispensable. Excellent executives systematically guide your teams and motivate them to perform in the best way possible, paving the way for new growth.

INCREASE COMPETITIVENESS

Increase your influence on the market. Improved leadership performance allows you not only to secure competitors' market shares, but also to expand them. After all, strong leadership and a coherent organizational concept

- guarantee efficient processes that are perfectly matched,
- give your employees space to develop brilliant ideas for innovative products and services,
- and recognize and support talented people.

INCREASE MOTIVATION

If the right leadership is in place, employee motivation only increases. A sound leadership team must create structures that allow employees to develop and work together smoothly. This starts with ambitious but realistic goals, includes functioning processes and goes far beyond a motivating company culture. Each executive can make a big difference at an individual level. They should help their employees to find and optimally exploit their own sources of motivation and use these to shape framework conditions on an ongoing basis. This allows you to increase your team's motivation – in the long term and with added value.

BOOST COMPETENCIES

You can learn how to manage and lead. We are confident of this. Competent conduct is not innate, but can be acquired through training and coaching. This is true for individuals, teams and entire companies. The more you practice, the more the desired behavior becomes routine. This includes

- entrepreneurial thinking,
- guiding employees in the right direction by providing well-founded feedback,
- and correct decision-making.



WHERE WE CAN HELP

GOAL ALIGNMENT

How do you achieve your company goals? By logically linking all goals and setting the right priorities. Only then, you can determine the right activities and effectively use increasingly scarce resources. It sounds easy, but it's not. We can help you with our unbiased view from the outside and our experience from 20 years of management consultancy. You thus benefit twice as your strategy becomes reality and your culture is strengthened. After all, transparent management also increases your workforce's motivation as a positive, strong company culture develops.

PERFORMANCE MANAGEMENT

Lone fighters are good, but strong teams are better. Though how well do you actually work together? Where is there friction? We can find out where there are still problems and simplify your workers' cooperation. We therefore not only strengthen your culture of cooperation, but make your processes as fluid and qualitative as possible to make your performance efficient. In order to ensure that you do the right things, we ensure

- useful rules that encourage productivity,
- efficient coordination processes,
- high-quality meetings,
- efficient delegation,
- realistic planning and goal formulation,
- transparent resource and project management,
- and a cooperative culture.

RESPONSIBILITIES AND COMPETENCIES

One driver of dynamic solutions within an organization is often neglected, namely clearly defined roles and responsibilities. There is great potential for improvement here, which we can realize by doing the following:

- Creating transparent role profiles together with you, defining clear responsibilities and clearly assigning areas of responsibility. This way everyone knows what they're doing – and what everyone else is doing. Cooperation becomes more fluid. Responsibilities are assumed, decisions are made quickly and reliably by the right people.
- Making a crucial decision. Are individual people the best fit for their roles? If the required formal and personal competencies are lacking, we can equip employees with these in competence-based training sessions for the benefit of the individual and the company.

LEARNING AND INNOVATION

Successful, innovative companies are self-critical, analyze in depth and continuously question routines. They consistently look for the best, for pioneering solutions. This allows them to secure growth and continuous renewal. We help you to boldly think this way by taking the following steps:

- We remove the blinkers from your eyes: as a starting point, we establish a lively, constructive feedback culture in your ranks. More openness results in better performance.
- Change is the only constant: We help you to implement professional, permanent change management. This is an advanced leadership discipline.
- The shift to an agile company: permanent learning is the key to success. We provide an extensive learning system that encourages all people individually. But we also ensure that your organization grows as well, giving rise to a learning organization – the ideal, agile company. This prepares you for future competition.