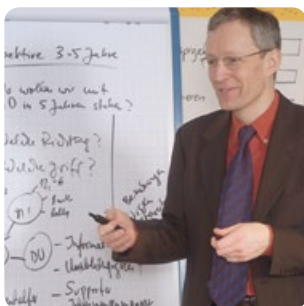


change is our business

flow
consulting



flow leadership® training



Contact us:

www.flow.de/en/kontakt/

Phone +49 5141 740074

Management development

Should your managers take on responsibility and be proactive?

Do you want to develop the leadership potential in your company quickly?

Do you need new impulses for your leadership training programs?

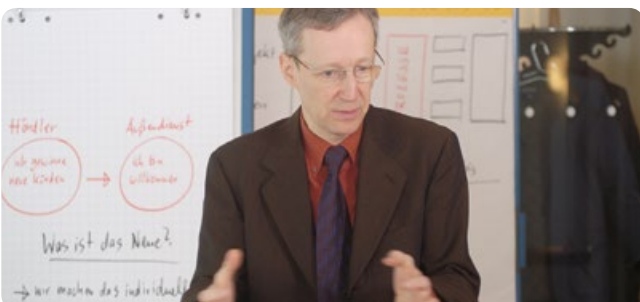
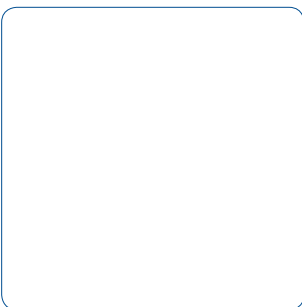
Then take advantage of our expertise with flow leadership®.

Management development is essential for the performance of the organisation.

- How do the managers act within the company?
- How do they leave their mark on your company culture?
- How do they give guidelines and how do they ensure a continuous innovation and increase in value?"

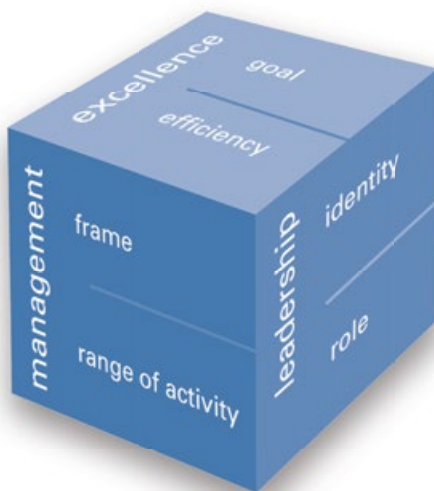
Increasing complexity creates new challenges, to which your managers must adjust. Conflicting goals, dilemmas and uncertain resources are an expression of this complexity in management practice. This makes leadership more and more to a never-ending attempt at juggling to ensure the organisation remains functional.

The necessary competences for this are developed in our training programs and workshops for managers and leadership trainees, also for multi-national groups. Besides this we are happy to advise you on developing concepts and offer new, methodologically up-to-date approaches.



flow leadership®

The *flow malex cube®* is a model to provide orientation. The possible areas of action for management are represented on this cube. In the course of concept development we establish which of these areas of action should be included among the tasks of your managers. The organisational context, corporate strategy and managers' experience will be taken into consideration. Then we select the appropriate contents and methods.



flow malex cube®
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Example modules

- The leadership role
- Personality and potential
- General management
- Innovation and organisation
- Dealing with complexity
- Lateral leadership and dealing with power
- Communication and conflict management
- Change management

Example methods

- Business games
- Simulations
- Case studies
- One-to-one feedback
- Collegial coaching
- Learning in real project work
- Power-Potential-Profile®
- Reflecting teams

| Management | Excellence | Leadership |
|------------|----------------|-------------|
| Framework | Coal | Identity |
| Strategy | Set goal | Personality |
| Structure | Measure result | Attitude |
| Culture | | Motivation |

| Area of activity | Efficiency | Role |
|------------------|------------|------------|
| Processes | Planning | Developer |
| Finances | Evaluation | Motivator |
| Employees | | Role model |
| | | Enabler |

You can find reports on reference projects on our website or we can send them to you by post. In our leadership handbook, "Handbuch Führung" (currently only available in German) you can find a collection of the most important leadership topics.

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You are welcome to talk to our clients' contact persons about past projects if you wish. Or you can invite us to talk to you in person so you get to know us better.

We are members of the gfo (Gesellschaft für Organisation e.V.) and the EMCC (European Mentoring & Coaching Council). We are certified "Recognised for Excellence" under the quality management standards of the EFQM.

Have a look at our flow news blog:
<https://www.flow.de/en/news/>

Here you will find latest news of flow consulting, project reports and interesting tools - all about the world of HR Management, Leadership and Change Management.

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