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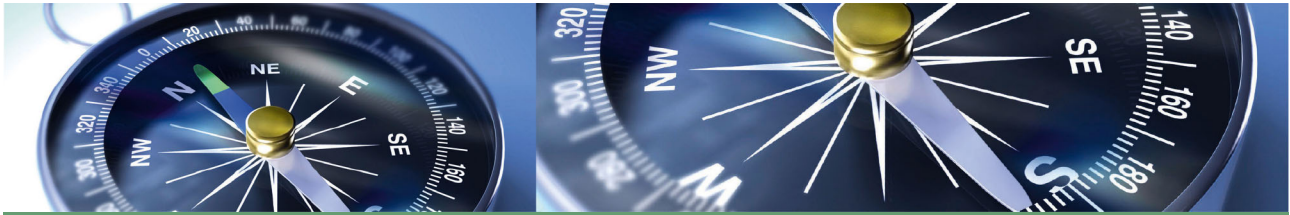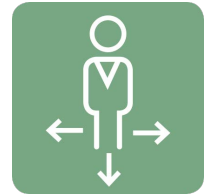## flow leadership®: training managers

seminar program

leadership 4.0

Mastering Leadership Requirements for Digital Transformation
Digitalisation within the working environment facilitates many tasks, yet leadership is not one of these.Digital implementation does pose more complex demands for managers and very often classical competences do no longer suffice.

The effects of digital transformation and industry 4.0 go far beyond technical aspects. Working processes are becoming more flexible and culture within organisations is changing. Employees have different expectations and new challenges to master. Managers need to adapt to an increasingly volatile, insecure and complex, ambiguous ("vuca") working environment. Besides the classic competence an expanded managerial repertoire is needed.

In this seminar you will get to know seven managerial concepts for dynamic situations and also engage in work for your personal attitude in a managerial role. For this we are using the tools Future Skills for Leadership dynamic and Matrix for the Development of Attitude. The results will give you Individual impulses for your personal development and will strengthen your role as manager in view of digital transformations.

Target Group
- Managers who want to adapt their leadership behavior to the requirements of digital transformation

This in-house seminar is tailored to your individual needs. Contact us so that together we can develop a tailor-made training concept for you.

Main Focus
- Digital transformation – what does it mean for managers?
- The seven dynamic leadership competencies
- Understanding and influencing one's own leadership attitude in the new environment: Shaping Leadership
- Complexity: What does this mean for leadership?
- Ambiguities: dealing confidently with contradictions

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# leadership 4.0: Example Topics from the Seminar Contents

Seven New Leadership Challenges in Digital Transformation

Agility with simultaneous reliability, flexibility with simultaneous plannability, situational reference with simultaneous consistency – especially in enduring and handling such supposed dilemmas, leadership consists. In order to cope with these dilemmas, managers need the "good old" skills such as motivation and goal orientation. In view of the age of digital transformation, flow consulting has conducted an extensive meta-study to find out seven further leadership competencies that you will get to know dynamically with the 360-degree feedback instrument "Future Skills for Leadership".
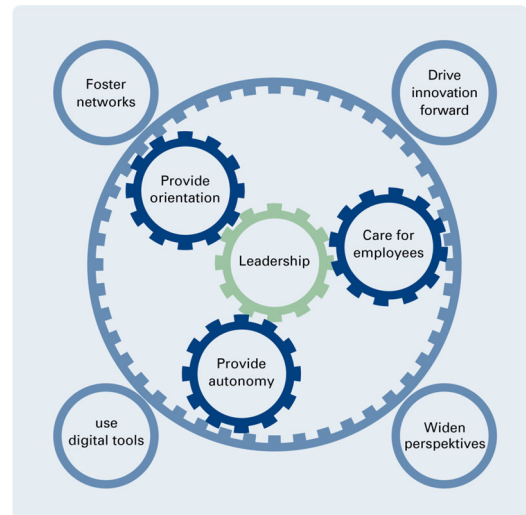
Effects of Digital Transformation

Digital transformation affects the strategy, structure and culture of an organization. As a manager, you help shape these fields. Whether by building a change-friendly culture or efficient cooperation across all areas - you influence the changes. You can see what this means in the diagram below. How does this work? Come to our seminar.
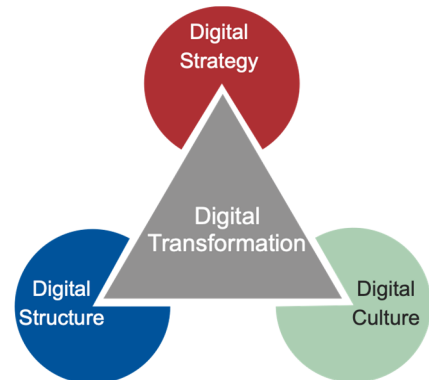
Strategy	Structure	Culture	Collaboration
Orientation towards the digital future	Adjustment of the organizational structure	Building a culture of change	Efficient collaboration across all areas

Infrastructure	Business Processes	Innovation	Customer
Establishment of a digital infrastructure	Useful automation of business processes	New services and products about new technologies	Customer interaction across all touchpoints