



DEVELOPMENT PACKAGES

Developing people. Shaping the future.

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I am Victoria Beckers, Founder and Managing Director of Energie durch Entwicklung and a passionate leadership, organizational, and culture development expert.

Since 2011, I have been supporting medium-sized companies with both commercial and industrial employees in initiating and successfully implementing necessary change processes—sustainably and in close collaboration with their leadership teams.

With a deep understanding of the critical points within an organization and many years of entrepreneurial experience, I advise and support owners, executives, managers, and HR professionals in a targeted and effective manner throughout the entire transformation process. My strong hands-on approach ensures quick wins, which in turn create momentum for sustainable development.

The leadership team plays a particularly important role in the success of transformation processes: alongside clear, actively implemented organizational structures and a people-oriented corporate culture, the key to successful change lies in activating and empowering leaders. For this, we offer an extensive professional development program.

In addition to expertise, experience, and implementation strength, I provide my clients with space for open, trust-based communication — creating the opportunity to uncover hidden conflicts and develop effective solutions.

I am the sparring partner who helps companies position themselves for the future, ensuring an organization with satisfied and motivated employees.



DEVELOPMENT PACKAGES

MORE CLARITY MORE COMPETENCE MORE LEADERSHIP

Every leader and every professional are facing individual challenges – our development packages offer exactly the right support to work on them in a targeted manner.

In a customized 1:1 coaching process, supplemented by additional learning elements, we support you in developing your leadership skills, your personal effectiveness, or in specific topics such as change management, team development, leadership, or resilience. Effective and informative like a training session — individual and personal like coaching.

Our development packages are tailored precisely to you and your needs. They are holistic development processes in which you will intensively engage with a specific topic over a period of 12 weeks.

WE OFFER THE FOLLOWING PACKAGES:

We offer you our development packages on various leadership topics:

- STARTING IN A LEADERSHIP ROLE
- DEVELOPING STRONG TEAMS
- LEADERSHIP IN TIMES OF CHANGE
- LEADERSHIP COMPETENCE THROUGH RESILIENCE

YOUR DEVELOPMENT PACKAGE INCLUDES...

- a 30-minute **preliminary discussion** and clarification of the order.
- **five self-reflection sheets** that are made available via our learning platform.
- **three two-hour individual coaching sessions**.
- **Three video impulses** to deepen your understanding of all the content provided on our learning platform (successful communication as a leader, delegating tasks, giving feedback).
- **Self-study materials** with various leadership tools for self-study, which you can access via our learning platform.
- **Support via WhatsApp** to clarify spontaneous questions.
- a **30-minute final review session** with a personal retrospective.

DURATION: APPROX. TWELVE WEEKS

FORMATS

INDIVIDUAL COACHING

In three two-hour coaching sessions, you will gain a clear understanding of the leadership role, the associated responsibility, and the different leadership styles.

Through our discussions, you will develop solid communication skills and strengthen your self-management, time management, and self-leadership skills.

We will focus on your individual situation and use examples from your everyday professional life.

VIDEO-IMPULSE

Our video insights provide you with additional valuable leadership tools as well as tips and tricks for your everyday leadership work.

SELF-STUDY

In preparation for the coaching sessions, you will receive materials on methods and tools for self-study.

These are examined in more detail during coaching and transferred into everyday life.

SELF-REFLECTION

As part of the coaching package, five self-reflection sheets will be made available to you via our learning platform.

Self-reflection helps you, among other things, to critically examine your own behavior and your inner attitude towards your own leadership role and leadership behavior.

WHATSAPP-SUPPORT

During normal office hours, we are also available via WhatsApp to answer any questions you may have.

Send us a text or audio message and receive a response within 24 hours on weekdays!

DEVELOPMENT PACKAGE

STARTING IN A LEADERSHIP ROLE

AT A GLANCE



FOR WHOM

People who are on the way from employee to manager or who have just been promoted into a management role



WHAT IT'S ABOUT

The transition from employee to manager is exciting and rewarding, as it represents development and promotion. However, this transition can also be a challenging experience, especially when you become a manager of former colleagues. It requires a shift in mindset and adjustment to a new role and responsibilities.



GOALS

Learn how to optimally deal with the new conditions, expectations and challenges as a manager

With our development package, we combine knowledge transfer with coaching tailored to your individual situation to personally accompany you through this important development step and support you in successfully fulfilling your new role.

MASTERING THE ROLE CHANGE

Congratulations on your career move! A promotion is recognition of your personal achievements and a reward for your commitment.

An exciting time lies ahead for you, but with it come numerous new challenges. To optimally prepare you for your new role as a manager, we would like to actively support and guide you.

With the long-awaited leadership position comes a role change with a wide range of new responsibilities. As a manager, you not only bear more responsibility, but you also face a wealth of new information that must be managed responsibly.

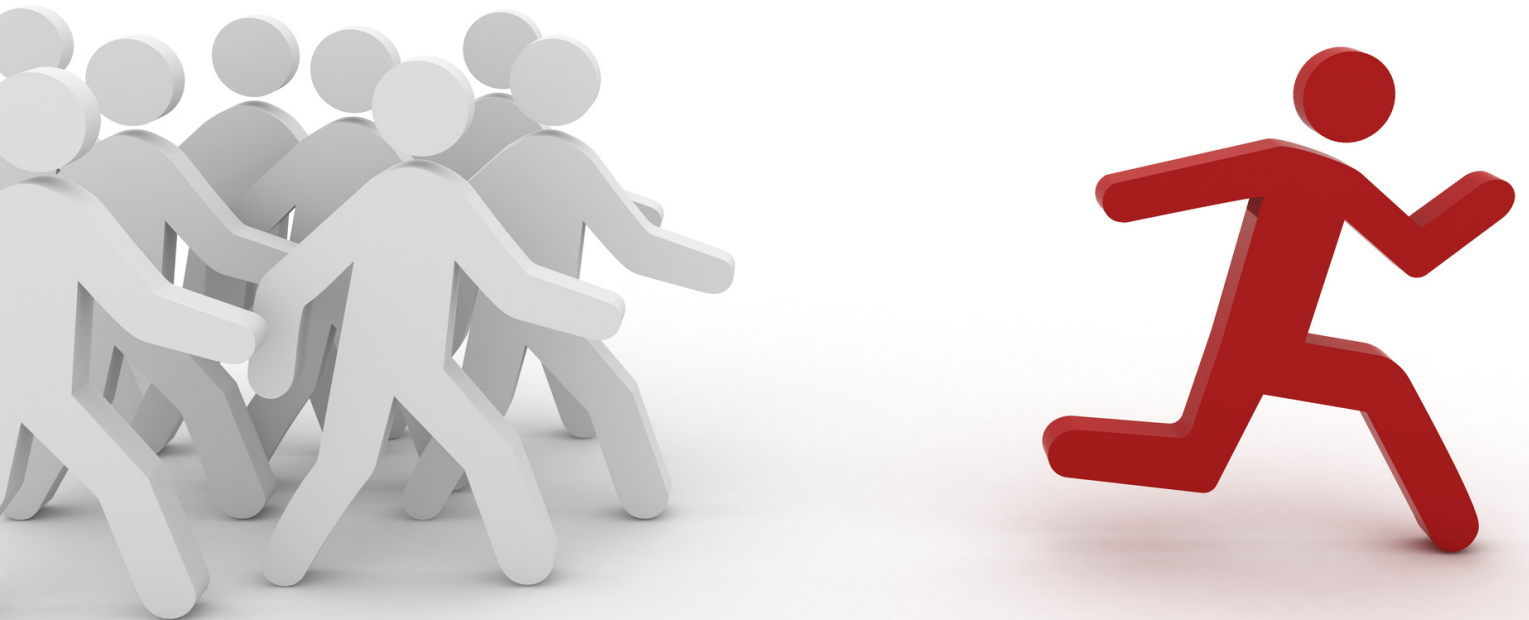
Speaking of responsibility: You're now responsible not only for your own tasks, but also for those of your team. This requires clever coordination, delegation, and ensuring that goals are met. The transition from pure execution to successful management and monitoring of tasks is exciting, but not always easy.

DEVELOPMENT PACKAGE

STARTING IN A LEADERSHIP ROLE

Especially if you're transitioning into a leadership role within your own team, you need sensitivity and a special level of awareness to successfully transform the relationship with your (former) colleagues. Being a manager with only limited involvement in the team leads to a role reversal, which can lead to tension and conflict.

But don't be afraid: With the right approach and proven methods that you will learn in this coaching package, you will succeed in this change, and your team will take you seriously and recognize you in your new role.



DEVELOPMENT PACKAGE

DEVELOPING STRONG TEAMS

AT A GLANCE



FOR WHOM

Managers who want to strengthen their team development skills and lead their team to more constructive collaboration



WHAT IT'S ABOUT

Sustainable and systemic team development improves team spirit and noticeably strengthens the sense of togetherness. This fosters trusting collaboration. A clear understanding of roles among all participants ensures that each team member can proactively and independently fulfill their role.



GOALS

- Be able to successfully manage group dynamic processes
- Developing a high-performance team

Clear responsibilities and interfaces within the team as well as a mutual understanding of the distribution of tasks within the team, which was developed together, are also actually put into practice.

By strengthening communication and collaboration within the team, a culture of cooperation rather than competition emerges. This leads to a confident and competent team presence within the organization.

The individual team members identify with their role, the team, and the company and are more motivated and productive.

ZIELE, ROLLEN, ZUSAMMENARBEIT

WIE KLARHEIT ZU PRODUKTIVITÄT UND FREUDE ZU EINSATZ WIRD

DIE FÜHRUNGSKRAFT ALS TEAM-ENTWICKLER

Als Führungskraft gilt es, nicht nur jede einzelne mitarbeitende Person im Blick zu haben und in ihrer Leistung und Entwicklung zu fördern, sondern auch die Gruppendynamik aktiv zu steuern und die Zusammenarbeit zwischen allen Mitarbeitenden optimal zu gestalten. Unterschiedliche Persönlichkeitstypen, Verhaltenspräferenzen, Kompetenzen und Erfahrungen kommen zusammen, doch das gemeinsame Ziel ist, an einem Strang zu ziehen. Das kann in der Praxis schnell zu Spannungen und Konflikten führen, die die Produktivität von Teams stark einschränkt.

Als Führungskraft gilt es daher, nicht nur jede einzelne Person zu fördern, sondern auch gruppendynamische Prozesse zu steuern, um eine konstruktive Zusammenarbeit zu ermöglichen.

DAS ZIELBILD IST KLAR

Als erfolgreiches Team produktiv und leistungsstark agieren.

Hierfür braucht es Klarheit über Rollen, Zuständigkeiten, Schnittstellen und Prozesse. Die einzelnen Teammitglieder sollten sich gut kennen und aufeinander verlassen können, denn nur so kann der Fokus auf das Erreichen gemeinsamer Ziele gerichtet werden.

Dies sorgt für ein starkes und gemeinsames Team-Gefühl und motiviert alle Teammitglieder dazu, Verantwortung für sich und ihr Handeln zu übernehmen. In einer solchen Atmosphäre können die Kreativität, Innovationsfähigkeit und Lösungsfindungskompetenz wachsen und gedeihen.

GOALS, ROLES, TEAMWORK

HOW CLARITY BECOMES PRODUCTIVITY AND JOY BECOMES WORK

THE LEADER AS TEAM DEVELOPER

As a leader, it's important not only to keep an eye on each individual and encourage their performance and development, but also to actively manage group dynamics and optimize collaboration between all employees. Different personality types, behavioral preferences, skills, and experiences come together, but the common goal is to pull together. In practice, this can quickly lead to tensions and conflicts that severely limit team productivity.

As a leader, it is therefore significant not only to support each individual, but also to manage group dynamic processes in order to enable constructive teamwork.

THE TARGET IS CLEAR

Act productively and efficiently as a successful team.

This requires clarity about roles, responsibilities, interfaces, and processes. Individual team members should know each other well and be able to rely on one another, as this is the only way to focus on achieving common goals.

This creates a strong and shared team spirit and motivates all team members to take responsibility for themselves and their actions. In such an atmosphere, creativity, innovation, and problem-solving skills can grow and flourish.

DEVELOPMENT PACKAGE

LEADERSHIP IN TIMES OF CHANGE

AT A GLANCE



FOR WHOM

Managers who want to successfully lead their team or organization through a change process and strengthen their change competence



WHAT IT'S ABOUT

Change processes are not only multifaceted and complex, but for many of us, they also feel threatening, forcing us out of our usual comfort zone. It's no wonder, then, that change processes are accompanied by a host of emotions and resistance, which complicate and sometimes even block a change initiative. At the same time, it is the responsibility of leaders to actively shape change processes and lead their teams through the transformation to ensure the future viability of the organization.



GOALS

- Actively shape change management processes
- Lead yourself and your employees successfully through change processes

We support you individually in your leadership role and empower you to lead yourself and your team appreciatively, constructively and successfully through the change and into the future.

MANAGING TRANSFORMATION

Change is inevitable. Companies must constantly adapt to new conditions, whether through technological developments or internal restructuring. Leaders play a central role in this and require strong change management skills. It's not just about initiating change, but also guiding employees through the process and addressing their concerns.

One of the biggest challenges in change management is employee resistance. Change can trigger fear and uncertainty, which can jeopardize the success of the process. Furthermore, clear and regular communication is crucial to building trust. Leaders must be able to consider the corporate culture and integrate changes into it without increasing resistance. The right resources, such as time and knowledge, must also be provided to successfully implement change.

Successful change management requires several key competencies. Empathy and emotional intelligence are essential for understanding employee needs and overcoming resistance.

DEVELOPMENT PACKAGE

LEADERSHIP IN TIMES OF CHANGE

Equally important is the ability to communicate clearly and engage in open dialogue to actively involve employees in the process. Flexibility and adaptability are also necessary to respond to unexpected challenges. A clear vision, communicated convincingly, helps motivate employees and present change as an opportunity.

The positive effects of successful change management are noticeable for both employees and the company. Employees who feel supported are more likely to embrace change, which increases their satisfaction and loyalty to the company. For the company, a well-managed change process leads to greater adaptability, innovative strength, and long-term competitiveness. Furthermore, the corporate culture is strengthened because managers act as role models for flexibility and willingness to learn.

Our development package will help you develop the skills necessary to effectively implement change management, which is crucial to a company's success. Engaging people through change, overcoming resistance, and developing the right skills lays the foundation for a successful and sustainable organization.



DEVELOPMENT PACKAGE

LEADERSHIP COMPETENCE THROUGH RESILIENCE

AT A GLANCE



FOR WHOM

For leaders who want to develop the ability to respond flexibly to change while maintaining their clarity and strength



GOALS

- Increasing resilience
- Flexibility in dealing with changes
- Strengthening leadership effectiveness



WHAT IT'S ABOUT

This development package is designed to equip leaders with the critical skills they need to not only persevere in times of change, but to lead actively and purposefully. One focus is on increasing resilience: leaders learn how to better handle stress, setbacks, and challenging situations. This way, they remain capable of taking action even in difficult times and can maintain their energy and clarity, enabling them to act as a stable anchor for their team.

In addition, the ability to recognize changes as opportunities and respond to them flexibly is strengthened. This prevents managers from being thrown off course by uncertainty or resistance – instead, they develop the skills to quickly make the right decisions and proactively shape change without losing their clarity and leadership.

By integrating these skills, leadership effectiveness is sustainably strengthened. Leaders not only gain inner strength and self-confidence, but can also lead their teams clearly and purposefully, even in challenging times. This approach promotes authentic and inspiring leadership that motivates the entire team and contributes to successful change.

DEVELOPMENT PACKAGE LEADERSHIP COMPETENCE THROUGH RESILIENCE

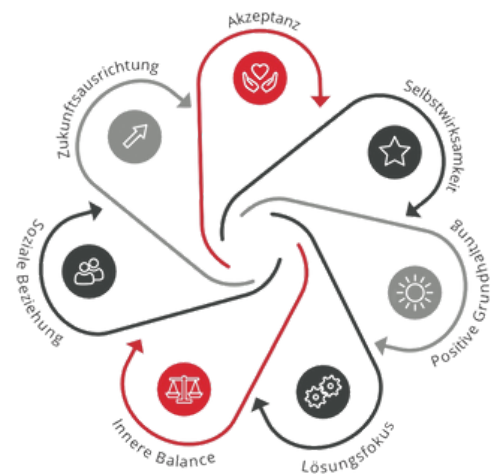
GET TO KNOW YOURSELF BETTER

Increased resilience and good self-leadership lead to a stronger sense of control over one's life, increased well-being and more fulfillment.

We support you in achieving your goals, leveraging your strengths, and improving your quality of life. Years of experience working with people, teams, and organizations have led us to develop our own Energy through Development model of self-leadership:

In each of the model's seven areas of influence, leaders should develop clarity and competence. To achieve this, it is important to gain insights into themselves, their own thought and behavior patterns, and their impact. Because only those who can lead themselves well can also lead others well.

Prepare yourself for tomorrow today. The "Leadership Competence through Resilience" development package offers you sustainable, efficient, and effective support.



WHY DO WE NEED MORE RESILIENCE IN EVERYDAY LEADERSHIP?

The demands on leaders have increased rapidly. The reality is that they have to deal with complex requirements, high pressure, and crisis situations on a daily basis.

Managers and leaders are rarely cognitively capable of developing solutions in stressful situations, and often pass the pressure on to employees without filtering it down. This increases the pressure on the entire team or organization, creating a domino effect that leads to a loss of energy and motivation, poor performance, and even high levels of absenteeism and turnover.

DEVELOPMENT PACKAGE

LEADERSHIP COMPETENCE THROUGH RESILIENCE

To successfully counter these challenges and strengthen oneself as a leader, strong resilience is necessary. This refers to one of the most important core competencies of the future: the ability to repeatedly lead oneself to a state of action and thus successfully steer one's team or organization through difficult times.



- **Overcoming challenges:** Resilience and good self-leadership enable you to better handle challenges and setbacks. You develop the ability to adapt quickly to change and emerge stronger from difficulties. You can handle stress, find solutions, and recover more quickly.
- **Improved emotional resilience:** Increased resilience and self-leadership support you in better regulating your emotional reactions. You become more resilient to negative emotions such as fear, frustration, and disappointment. This allows you to maintain a more positive and stable emotional well-being.
- **More effective decision-making:** Self-leadership helps you clearly define your values, goals, and priorities. This allows you to make informed and thoughtful decisions that align with your long-term goals. You are able to plan better and use your resources more efficiently.
- **Increased self-efficacy:** Resilience and self-leadership strengthen your confidence in your abilities and your sense of self-efficacy. You develop the belief that you can overcome challenges and achieve goals. This makes you more motivated to pursue your goals and avoid being discouraged by setbacks.
- **Better relationships:** By increasing resilience and self-leadership, you can also improve your interpersonal relationships. You can communicate your own needs more easily, set boundaries, and build healthy relationships. At the same time, you can be more empathetic and supportive towards others.

PROVEN STANDARD OR CUSTOMIZED – THE CHOICE IS YOURS

Do you like our products offered, but require more? Would you like personalized support for your team or your organization?

WE SUPPORT YOU INDIVIDUALLY ACCORDING TO YOUR NEEDS...

- Support for strategy and change processes, particularly with regard to sustainable leadership and corporate culture
- Support for reorganizations, business succession, and post-merger integrations
- Culture, vision, and mission statement processes, development and implementation of corporate values
- Team and organizational development
- Sparring/moderation of management retreats and strategy meetings, large group formats
- (Impulse) presentations on the topics of leadership, change, development, transformation, sustainability, new work, etc.
- Coaching of executives, junior executives, and teams



CONCEPTS AS INDIVIDUAL AS THE PEOPLE WE TRAIN!

Every person, every team and every organization has its own individual challenges, backgrounds, stories, and conditions.

That's why we don't work with standard solutions, but always with concepts tailored specifically to you, your specific situation, and your goals. Our approach is always as little as possible and as much as necessary.

ARE YOU INTERESTED? LET'S TALK!

In a no-cost introductory meeting, you can get to know us and our unique way of working: in person, by phone or video conference – whichever you prefer.

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