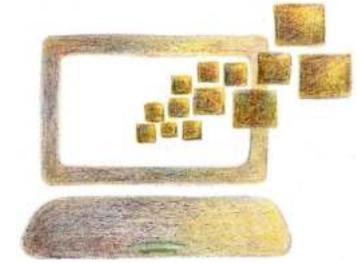


Virtual
Self
Leadership
Backbone
4 Organizations

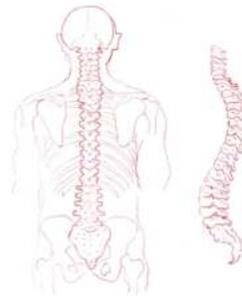


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Why is it called Self Leadership Backbone?

- ▶ **Self** means that the focus of this program lies on the individual person. Throughout the program the individual - supported by the process and the other participating colleagues - goes on a discovery journey of the inner self: *How to become the most effective person s/he can become in their context?*
- ▶ **Leadership** is about strengthening personal integrity and authenticity, giving oneself direction, taking ownership and responsibility of ones life and making a difference: *What is it that I can contribute, give to my context? How do I best use my gifts and time, to achieve what? What is, considering myself and my context, the right thing to do?*
- ▶ **Backbone** is the central element of every skeleton. It is the central point from which every major movement of the body originates. Without an intact backbone almost any movement of the body is either painful or not working at all. The German word Rückrat [backbone], would be translated “**character***” in English. A person with character has developed a moral inner compass and strives to live by it. S/He are often natural role models and leaders.
- ▶ Taking this metaphor of the backbone to the personal life circumstances, the so-called **Self Leadership Backbone** is the fundament our decision making and actions are built on. Similar to our physical backbone which is built from different vertebrae, the Self Leadership backbone consists of different elements.



THE SELF LEADERSHIP BACKBONE IS A DEVELOPMENT PROGRAM THAT TARGETS AND EFFECTS 3 LEVELS OF AN ORGANIZATION



ORGANIZATION'S FOCUS

Strengthens the ties and connection between Organization and employee and increases staff retention and loyalty



TEAM'S FOCUS

Builds interpersonal skills and develops emotional intelligence, that allows participants to be much more effective in their inter- and intra-team interactions and collaborations



INDIVIDUAL'S FOCUS

As a personal development program the SLB supports personal growth of the individual employee

Effects the SLB has on an Organization a)

1. **Build organizational resilience** by building resilience in the people and therefore in the teams and the organization
2. **Overcome Silo Thinking**, the foundation for new ways of Co-operation in cross organizational **Enabler Networks** is laid and practiced
3. Through the process, **Knowledge Transfer and Learning** are naturally strengthened inside the organization
4. **Kindle an Organizational Culture** of openness, co-creation & cooperation. As the program makes participants experience that they are different yet have very similar issues; it fosters tolerance, open mindedness and the prevention of conflicts. They learn about realities of sometimes far away colleagues
5. **Digitalization** the program makes effective virtual cooperation a tangible experience. Tools as well as methods and behaviors, necessary for successful digital collaboration are trained

Investing in the development of social skills has important consequences for the entire company: it leads to greater serenity in dealing with relationships, better internal communication, more motivated and productive employees.

Participants voices: "How has your employer and/or your company benefitted from your development?"

- *I have been keen and proactive in my colleagues' development, relations and care. For example I organized the first ever team building in the organization.*
- *Yes, more clarity and personality in leadership. I would not be able to work in the position that I am today without going through an intense personal process over the last years.*
- *That they will have a prepared person, able to deal with difficult situations*
- *I am more empathetic and less prone to conflicts*

Effects the SLB has on an Organization b)

6. Employee, Talent Retention

- The fact that the organization invests heavily into its employee's personal development is perceived and acknowledged as strong appreciation and caring
- Reflecting on their own deeper values, intentions and personal meaning, participants are able to match these with their company's values and mission and thus draw energy and commitment from them. The bond between the employees and their organization gets solidified.

7. As the program strongly develops personal focus, direction, empowerment, ownership and commitment, it **frees up resources for innovation** and thus **promotes entrepreneurial thinking**.

The equation is simple: the well-being of the worker is directly proportional to the sense of belonging to the company to which he belongs. Bologna Business School 04.10.2019



Effects the SLB has on teams and internal collaboration

1. **Improved communication and active listening** skills. How we communicate is important to interpersonal relationships at work. Good communication fosters teamwork; it allows overcoming misunderstandings and preventing conflicts.
2. The participants are sensitized to **recognize and accept different points of view** and still arrive to workable solutions that are agreeable to everyone.
3. **Foster trust and quality relationships** between colleagues across different parts of the organization. The openness as well as the vulnerability lived and shared in the program lead to a strong sense of community and belonging.
4. Strengthen **empathy and respect** amongst the workforce
5. The **potential and resource lying in colleagues** from across the organization are perceived and utilized.

Interpersonal communication in business helps to create an open and honest work culture where employees feel they have the ability to communicate with all levels of the organization. Strong interpersonal skills help to make people more relatable to others. Bizfluent: 29.07.2019

Participants voices: "Has your way of engaging with and relating to people changed? Has the quality of your relationships evolved?"

- *I experienced first-hand how active listening increases empathy and therefore generates lots of value for the relationship of both parties. So being aware of this method and actively applying it, has helped me understanding other people better and has also generated value for the people around me.*
- *I try to present myself authentically from the start instead of hiding behind a mask and only slowly opening up. SLB has thrown me into the cold water in that regard and shown me that people appreciate that and it makes it easier for them to open up too.*
- *I would definitely say that the SLB has improved the quality of my relationships. I am generally more aware of myself and the path I want to go. This makes me a happier person, which results in me being a nicer person to others.*

Participants voices: "Engaging or relating to people different from you, do you see any effects in terms of tolerance and acceptance of diversity?"

- *Yes, especially when people have an opposite mind settings on a topic*
- *I have more empathy and understanding of others*
- *I am more tolerant and accepting, people behave the way they behave because of many life experiences and there is a whole lot more that is unseen like the iceberg theory.*
- *The SLB stressed that everyone has his/her own story and baggage, which affects the way you are and act. Experiencing this first hand has made me more empathetic which also results in less judging of people who are different.*



Effects the SLB has on participants personal development a)

- 1. New ways of working** requires a great deal of self-direction and personal responsibility from employees. Collaboration and cooperation become key. Social skills are on the rise and are becoming increasingly critical skills in the modern work environment
- 2. Digitalization:** The virtual SLB strengthens digital social competence. It promotes classic components such as communication, conflict or team working skills in a digital context. The participants experience personally how in a digital environment **emotional depth and trust can be created by design** and not by chance.
- 3.** Participants **gain clarity and direction** about what really matters to them. This kindles the development of **initiative and willingness** to act. Being clearer on their objectives, they can quickly identify which task will give them the best result with the resources available to them at that moment.
- 4. Covid-19 is forcing** each and every one **into change**. Social distancing, limitations in personal freedom, movements and social interactions, economy on hold, working from home etc. are only some examples how everyone was and is pressured to change in a very short time. The SLB is giving participants the space to “Stop and Think”: where they are in their life’s, what is happening around them and what really deeply matters to them moving ahead.

"New Work" requires skills such as self-steered learning, as well as cultivating a collaborative work and knowledge transfer, sustained by continuous feedback to enhance competence.

Participants voices: “If you asked people around you, would they recognize any differences in you? If so, what would they notice? “

- *People would say that I am more calm and seem to know what I want.*
- *I was said to be more open towards other people and more centered in general after the workshop. Simply feeling very happy with where I was back then.*
- *Yes, those close to me see me more relaxed and clearer in my attitude to many things.*



Effects the SLB has on participants personal development b)

- 5. Self efficacy, self-directedness, personal effectiveness.** The self-responsible employees who take the initiative and drive or (re-)solve issues, is the new benchmark in modern work life. Building **Self-organization competencies**, the employee is more and more able to structure and organize his/her work autonomously.
- 6.** There will be tough times in life, the curriculum strengthens the **participant's resilience**, their **capabilities to cope with crises and problems**. They become more resilient in dealing with the adversities of life. Many of them become able to mobilize the resources to stay calm, composed and in control when a crisis strikes. The program teaches them to pause and determine the best course of action to take. In this way, the damage caused by the negative experience can be minimized.

Today, there is demand for employees with character who can question themselves and critically assess their strengths and weaknesses. Because only someone who knows him/herself can work on him/herself and develop. This is how they succeed in harmonizing their inner potential and their outer behavior.

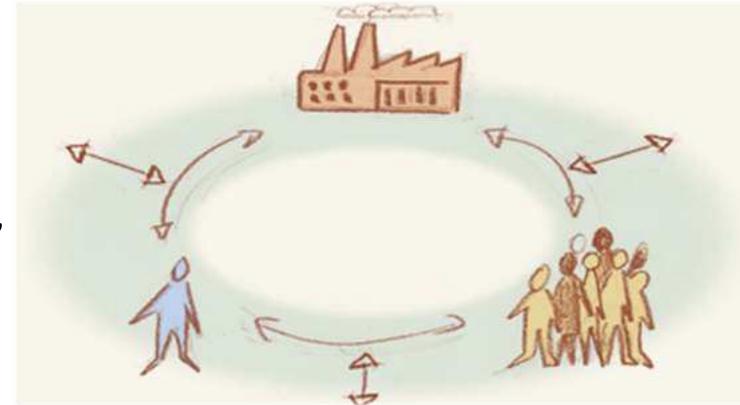
Participants voices: "Based on your experience of the SLB and what you learned from it, how have you grown and developed in the time since your participation?"

- I take more time to actively reflect on where I want to go in my life which has helped me to make better and more confident decisions*
- What I learned: that everyone has a unique life path and therefore something he/she can share with the world and create ripples; I guess I became a more reflective person coming out of the SLB*
- I have been more aware, proud and deliberate about the qualities I bring to collaboration and which I want to foster in my workplace*
- Be more content with my life and purpose. The chaos in my head is gone, I feel that my ideas are now sorted*
- I always say that most of the things that I am able to do right now are the results of the last five years, where the SLB boosted several topics that otherwise I wouldn't have paid so much attention to.*

Interpersonal Skills, an invisible Force

People are at the **heart** of company dynamics, being able to work together has thus become one of the most important skills to develop.

- ▶ The program helps participants to become aware of their potential and be more effective in their relationships. It provides learning experiences that improve their understanding about themselves and their relationship dynamics. This allows them to become more compelling at work and in everyday life.
- ▶ Investing in the **Self Leadership Backbone** has important consequences for the entire company: it leads to greater serenity in dealing with relationships, better internal communication, more motivated and productive employees.



Participants voices: "After all this time, what would you tell a good friend about the Self Leadership Backbone?"

- *That it changed my life and it was the first step to have a good life.*
- *If you have the opportunity, definitely join one!*
- *It is at least 2 and a half day's and your worldview is confirmed, changed and modeled for the better. It will not be the same for you if you immerse yourself in it*
- *It was a unique and inspiring experience that I would recommend to anyone and would even love to go through again myself.*
- *A MUST DO!*
- *It is a course that changed me and I would recommend it to anyone.*
- *One of the best decisions of my life to take part in it*

1st day:

Welcome and set the scene

1. My History:

The rhythm of my life: Where do I come from?

Lunch Break

2. Insights:

Assessment of personal strengths & resources and identify negative limiting patterns

Check Out

2nd day:

Morning Check In / Stems

3. Purpose:

Who am I and what is the difference that I and only I can make? What can I give to the world? Why am I here?

Break

4. Values:

How do I do what I do? What values will define my character from here?

Check Out

3rd day:

Morning Check In / Stems

5. Ambition:

Where am I going? What do I want to bring, change? How do I want my future to look like?

Break

6. Personal ForceField Map:

Integrating it all, tough choices

7. Pathway:

How do I get there? Defining the way forward.

Action Log and Farewell

How does the SLB Program look like?

- ▶ The program consist of 3 days profound personal inquiry and self-recognition on what is of true importance and deep value to the participant in his or her private and professional life.
- ▶ The SLB is a collective process that lives from the fact that the individual person goes on a deep personal discovery journey.

"To uncover, discover what is of true meaning to you is like finding an old friend who was always there but somehow you could not name / were not aware about him or her."

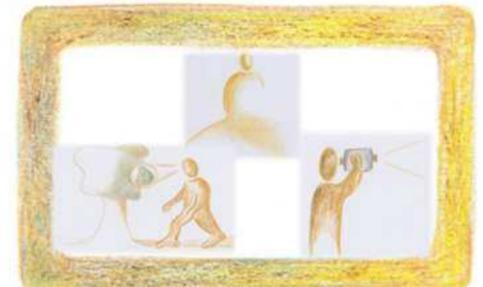
- ▶ The program methodology is based on:



input sessions



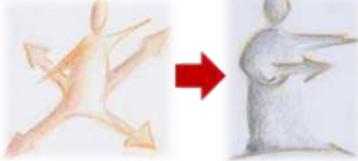
journaling sessions

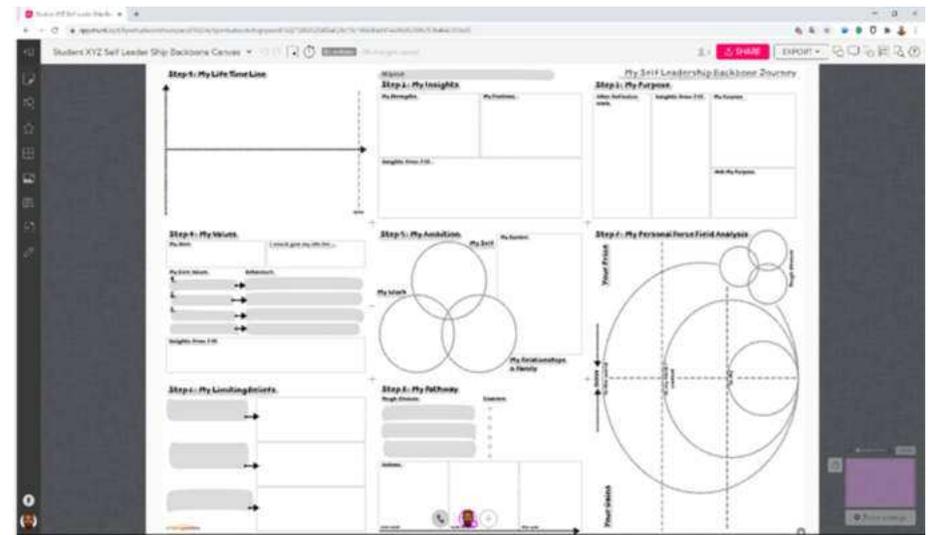


reflection walks

What the participant will learn in this program:

In order to grow as a leader, participants need to invest in learning about themselves. This program guides them step-by-step through a profound process focused on helping them to:

- ❖ Develop leadership and emphatic communication skills, by taking the time to understand their purpose and vision for the world. 
- ❖ Strengthen self-confidence by learning core skills in communication, empathy, and proactive listening.
- ❖ Discover and learn how to control the obstacles and challenges, which can present roadblocks towards realizing the impact they want to make in life. 
- ❖ Develop capacity in decision-making, defining their core values that will guide them in their authentic actions. 
- ❖ Grow as an agile leader by defining the elements of their unique talents and learn about where and how to express them in their business, team and beyond.
- ❖ Build role-modeling competencies, the base to successfully manage today's agile businesses, teams, and projects. 
- ❖ Learn about the power of Co-Creation and collaboration with others, when it comes to creating new ideas and insights. 



- **Zoom** will be the collective “plenary” video conferencing platform
- It allows breakout sessions for sub-groups to work on specific topics. Results are then presented back in plenary

- **Mural** allows members of a virtual group to collectively work on pinboards or white boards
- Pre-produced posters and templates give structure and direction to the group work processes

▶ To run the virtual workshops, we use programs as Zoom for video conferencing and breakout groups, Mural for interactive work on posters and boards, and WhatsApp calls for trio walk exchanges.

Who should attend a SLB program?

- ▶ Anybody who wishes to **develop personal focus, direction and clarity** in life, in order to live his or her full potential.
- ▶ People **taking or wanting to take responsibility** for themselves and/or other persons especially benefit from the SLB process.



What participants say about the Virtual SLB Program:

Go to the feedback @



Marc Klingen MSc Management & Technology at TUM | CDTM | WHU

Thank you so much, Julian Geuder, Vittoria and Michael Fröhlich, for the time and effort you put into these three days and beforehand into making SLB work via Zoom. For me, the outcome demonstrated that most formats can be somehow adapted to a remote setting, and I liked the intimacy of being in my own home while taking part in these intense sessions.



Melanie Seiler Co-Founder in Stealth Mode | CDTM | LMU

Many thanks for the insightful three days, Vittoria Piattelli and Julian Geuder! You paid attention to so many little details to bring the format alive in a virtual setting, which made it easy to connect with others and foremost with myself! I can highly encourage everyone to take part in this program! :)



Chandramohan Sudar MSc. Informatics @ TUM | Technology Management @ CDTM | Android @ P3 Group

Thanks a lot Julien and Vittoria for this truly profound program!



Lucas Grabmaier 2nd degree connection 2ndCDTM | Information Systems @ TUM

Thank you for making the SLB happen online for us Julian and Vittoria. The process worked very well in the remote environment and helped me personally a lot!



Michael Fröhlich Management Team CDTM | Doctoral Candidate

Thanks Julian and Vittoria for taking the time (again) to organize this workshop! Impressive to see how well it worked despite the online setting!



Zoom

Celine Marie Perrot M.Sc. in MMT at LMU | IT Innovation at BMW | Technology Management at CDTM

Thanks a lot, Julian Geuder and Vittoria, for the intensive three days. It is astonishing how much I was able to learn in this short time. Also special thanks to you and Michael Fröhlich for making the program possible in an online setting. I would not have wanted to miss this unique opportunity!

Max Knicker Physics | CDTM | 180DC

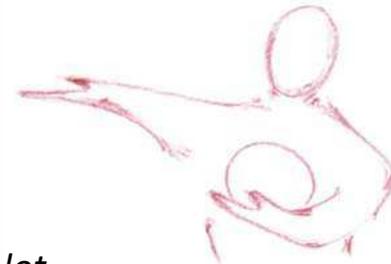
Vittoria & Julian, never cease your work please! Your program is needed out there and recommended for everyone.

Borja Sánchez Clemente TUM | CDTM | Bioengineer & Computer Scientist

Really grateful for the experience. You managed to create an intimate atmosphere and made the online setting play in your favor.

What participants said about the SLB:

- *„What I want to say about the Self Leadership Backbone Seminar is this: It was very profound, arousing and for me very intense. For me, it definitively touched the right spots even though I had not expected that.“*
- *„The seminar came just at the right moment for me. I definitively would recommend the seminar and have done so already among my friends.“*
- *"Much of what happened in these days - inside of me, between the participants and you the facilitators - is 'beyond words'. In any case I have difficulties to find the right words. I had the feeling to be entirely myself -as much as hardly ever been before in my life. "*
- *"I was impressed, that the processes allowed every participant to work on him or herself, at his or her own pace and in the personally right intensity. I had the impression, almost everybody has experienced the maximum of personal growth in the seminar. For that it sometimes was necessary to go to the personal boundaries.“*
- *"I think I have took almost all waves: From 'too bad already over' to 'this is now somehow exhausting' up to 'I will never go back there! Indeed, more intense is rather impossible! "*
- *"Great program with convincing results and fantastic impulses."*
- *"I am very content with the seminar. It gave me - I can say that already after a week - personally a lot. „*
- *"A concept developed and designed to be sustainable, professionally setup, prepared and facilitated. Recommendable for everybody, who wants to engage profoundly with the own personal development and objectives."*
- *"It was a great seminar! It helped me, to find the for me important questions and answers, both for my professional as well as for my private life.“*



For more information
please contact:

bridgingpositions

Julian Geuder

Hohenzollernstr. 14 Rgb

80801 Munich

 +49-179-2178220

E-mail: julian@bridgingpositions.com

www.bridgingpositions.com