



Project Outline

Leadership Trainings

January, 9 2024

Effective and resilient leadership.

Management training as a lever for change.



Initial situation: Managers often do their job based on years of experience, good experience, good skills and a strong gut feeling. This was also the case with the team of our client, who are now, however, in the course of a major organizational change with regard to contemporary leadership theories, concepts and styles. SEMA was commissioned to set up a management academy.

Our approach: Together with HR management and the executive board we developed a development path for the existing hierarchy levels. This ensured that each Leader, depending on their level, was always taught the relevant content. In addition, the program consisting of approx. 6 modules 12-month development program with project work, peer groups and specialist topics (employment law, recruiting, change management, coaching, ...).

Result: The managers and their peer group went through a customized development process with their peer group. They were able to reflect on their previous management experience together with others, learn from the feedback, rethink their personal leadership style and gain new impetus for action.

This strengthened their leadership skills. They were now in a position to shape the parallel change process together with their employees effectively for the organization as a whole.



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