

Project outline

Leadership training

Q2/2022

SEMA Consult GmbH

[SEMA] Consult
from thoughts to solutions

Effective and resilient leadership.

Leadership training as a tool for leveraging change.

Background: Managers often do their job based on years of experience, good skills, and a strong gut feeling. This was also the case for our client's management team, which now, during a major organizational change, needed to be thoroughly trained in 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 designed a development path for the existing hierarchy levels. This ensured that each manager, according to his or her level, was always taught the relevant content. In addition, the development program, which consisted of 6 modules and lasted about 12 months, was enriched with project work, peer groups and specialist topics (labour law, recruiting, change management, coaching, ...).

Results: The managers experienced a customized development process with their peer group. They were able to reflect on their previous leadership experiences together with others, learn from the feedback, rethink their personal leadership style, and gain new impulses for action. This strengthened them in their leadership actions. They were now in a position to shape the parallel change process together with their employees effectively for the organization as a whole.

Your contact:

Matthias Senft



✉ matthias.senft@sema-consult.com

in matthiassenft

☎ +49 521 14259003

Dr. Antje Dräger



✉ antje.draeger@sema-consult.com

in antjedraeger

☎ +49 521 14259003