



# Leadership development

I led my first team in 1998 and was far from being an exemplary leader then. Since that time, I have had the opportunity to lead **different and diverse teams, both in hierarchic and project structures**. As a leader, I have made lots of mistakes as well as good decisions and learned from them. **I have learned a lot from my bosses** - those great ones and also the once I decided not to follow.

There are many who want to be leaders, but few are among those whom we **remember with gratitude as people who made us shift**, from whom we intentionally copy the "craft of leadership". Such leaders can combine **leading towards clear vision as well as be human and demanding** on performance at the same time. They are interested in others, build relationships, connect people, inspire, and create space for innovation. Despite being ahead of the game, they **do not have the need to show off** but rather **give space to others to grow** and give their best. At the same time, they have the **courage to confront and vulnerability to admit their mistakes**. It is a pure joy to work with such leaders.

We grow up with certain preferences, some behaviours come more naturally, some we need to push more. Our life **experience shapes what leadership style we prefer**. I believe that the more we know ourselves, the more we can put at work all we have in our repertoire and recognize what is worth developing further. That is why **all personal progress starts with deeper self-awareness** - knowing how I lead and what I need to develop to be the leader others will copy. It requires **courage** - to admit own shortcomings and get to work on yourself. **If you are ready to start, I will gladly set off on the journey with you.**

## Topics I usually work on



### SKILLS DEVELOPMENT

**Developing leadership skills** - work with top managers on their management style to **manage the demands of their role**, maintain the necessary level of **energy and balance**, be able to consciously **influence** the people they work with and lead them in the **direction they intend**



### DEALING WITH ISSUES

Dealing with **challenging managerial situations** - gaining perspective in **complex and tough environment**, support in hard decisions and **difficult conversations**; thinking together about the best possible course of action and **get ready** for it



### TEAM EFFICIENCY

Building **high-performance teams** - setting up quality communication, **collaboration** and support within teams to make the most of team members' skills, **accelerate the transition** from intent to execution and achieve higher **performance and satisfaction**

## Methods I use

### Working with individuals

- **Individual coaching**
- **Mentoring**

### Working with teams

- **Team coaching**
- **Group and team workshops**
- **Skills training**

## Examples of implemented projects

- Individual coaching for Executives, Directors and senior managers, Europe, UK, CIS, Americas, Middle East, Asia, Africa
- Individual coaching on results of 360 feedback – Europe, China, Africa, Mexico
- Team coaching for top management teams in Benelux, Sub-Saharan Africa, Netherlands, Eastern Europe
- Team coaching for Shared Services Global board, Global board Health Innovation, Packaging Innovation European Board
- Transition team coaching for leadership teams in Belgium, Sweden, DACH, Eastern Europe
- Team workshops for Country Board China, HR Board DACH, Benelux, Turkey & Middle East
- Insights Discovery workshops for teams in Russia and Eastern Europe
- Leadership training program – roll-out programu od top managementu po mistry ve výrobním závodě
- Difficult conversations – workshops for leadership teams in CZ, UK, Sweeden, Germany, Netherlands
- Group workshops for Singapore, Benelux, Russia, Eastern Europe (resilience, uncertainty, wellbeing)
- Coaching training for leaders across Europe, Russia, Mexico, China, U.S., Indonesia, Malaysia

## Examples of topics addressed in coaching

- Leading transformation with impact & authenticity
- Transition (new environment, company, culture, seniority level, team...)
- Developing authentic leadership style, articulating vision, using own power & vulnerability for positive impact, emotional intelligence
- Driving own personal & career development, raising self-awareness and self-management skills
- Stakeholder management
- Managing emotions & communicating with impact
- Mental health and resilience, burnout prevention
- Developing the posture of business partner in HR, grow positive relationships, maintain personal balance while supporting others
- 360 feedback coaching
- Insight Discovery profile coaching
- Crisis coaching (dealing with challenging work situation; complaints within company alert system)
- Building high performing team
- Establishing team rules and ways of working for effective team communication and cooperation
- Effective meetings & decision making
- Dealing with conflicting situations, developing trust and interdependency within a team
- Creating team alignment, developing shared vision of the future
- Leading transformation & engaging the broader organization
- Developing company culture
- Insights Discovery team workshops
- Training and train-the-trainer on coaching fundamentals, coaching for HR, peer coaching facilitation, leading difficult conversations
- Coaching workshops on change, dealing with uncertainty, managing emotions, resilience, self-care, well-being