

International VDI Workshop

# Modern Leadership Competences

How to communicate for Impact, strengthen Collaboration and achieve Results



## Key Topics:

- Evaluate the Need of suitable Leadership-Culture
- Get a deep Understanding of Key-Leadership-Competencies
- Gain practical Experience with important Communication Tools
- Train your Feedback Capabilities
- Become aware of your "Sandwich Situation"
- Learn to lead yourself

## Dates and Venues

August 25 and 26, 2020  
Freising near Munich

December 9 and 10, 2020  
Hamburg

February 9 and 10, 2021  
Berlin

## Workshop Chair

Dr.-Ing. Klaus Kindler, Managing  
Director, Performance & Success  
GmbH, Hannover, Germany



## General Information

### Aims and Objectives

**This VDI workshop will give you a clear and sustainable understanding of practically oriented key-leadership-competencies which are necessary to successfully perform as an impacting leader in current technical environments.**

You will be shown how to leverage practical leadership-tools and techniques in your daily business. Hands-on communication techniques will yield commitments from your direct subordinates or colleagues. You will be able to foster collaboration and avoid conflicts.

Pragmatic feedback capability empowers your colleagues to achieve the desired results and will initiate personal development processes. Your overall takeaway from this workshop will be excellent leadership competence which will strengthen your personality as a leader.

### Target Group

- Leaders in technical working environments
- Team leaders without disciplinary authority
- Experts in matrix-organizations and sandwich positions
- Leaders in project management or agile environments who want to enhance their basic leadership-competencies
- Management trainees

### Workshop Documentation

Participants receive a manual on-site as well as a VDI confirmation of participation.



### Workshop Chair

**Dr.-Ing. Klaus Kindler**, Managing Director,  
Performance & Success GmbH, Hannover, Germany



**Dr. Kindler** is Managing Director of the Performance & Success GmbH, which focuses on management excellence in medium-sized high-tech companies such as IT and telecommunications companies as well as automotive supply industries.

He has been with Vodafone (previously Mannesmann Mobilfunk GmbH) since 1991. During this time he held various management positions and took charge in the nationwide expansion of the network with responsibility for 1800 employees. Throughout the course of his career, he had a keen interest in high-performance leadership, which led him to move to the HR side of the business in which he took over the role of Director of Business HR in 2006. In 2013, Dr. Kindler founded the Performance & Success GmbH.

### Workshop Methods

- Concise trainer input
- Inspiring training sessions
- Lively discussions of individual cases
- Optional 1-2-1 Trainer Feedback



[Learn more about our other workshops](#)

### Leadership: Mastering Influence

July 7 and 8, 2020, Frankfurt am Main  
October 27 and 28, 2020, Dusseldorf

### Project Management & Business Administration in Technical Working Environments

August 19 and 20, 2020, Dusseldorf  
November 25 and 26, 2020, Munich

## Workshop Content

**1. Day** 9:00 - 18:00

**2. Day** 8:30 - 17:00

### Introduction

- Warm-Up: Reflect your working environment
- The Need-for-Leadership: Which competencies are suitable now?
- VUCA-World in Tec-Industry

### Key-Leadership-Competencies

- Overview
- Self-Reflection: My actual leadership capabilities

### Feedback Competence

- Significance of feedback
- Appreciation aspects
- Feedback communication techniques

### Performance Know-How

- Challenge of performance judgement
- Performance-Matrix tool
- Balanced judgement for personal development and improving teams
- Procedures for annual performance talks
- Special communication aspects

### Communication Tools for Day-by-Day Purposes

- Overview and 2-level-model
- Clear statements, mandatory commitments and convincing arguments
- Constructive criticism and difficult messages
- Dealing with objections
- Circular questioning

### Collaboration Competence

- Team-Performance-Indicators
- Find your personal indicator
- Basic team optimization
- Team setup

### Basic Change-Handling

- Emotional impact of change activities
- Significance of initial change announcement
- Know-how for next steps

### Conflict-Competence

- Understanding of conflict and the resulting challenges
- Avoiding conflicts
- Resolving conflicts
- Communication aspects

### Leadership Specials

- You in the sandwich situation
- Significance of your meetings
- Leading yourself



#### Five reasons why you should attend:

1. Understand basic competencies of leadership
2. Grasp the underlying logic and philosophy
3. Learn about the significance of feedback and performance management
4. Familiarize yourself with a range of communication tools
5. Achieve upgradable know-how for project management and agile environments



VDI Wissensforum GmbH | VDI-Platz 1 | 40468 Düsseldorf | Germany

Find out what really matters in modern Leadership!

You need help?  
Please contact us!

**VDI Wissensforum GmbH**  
P.O. Box 10 11 39  
40002 Düsseldorf, Germany  
Phone: +49 211 6214-201  
Fax: +49 211 6214-154  
Email: [wissensforum@vdi.de](mailto:wissensforum@vdi.de)  
[www.vdi-international.com](http://www.vdi-international.com)

✓ Please register for (Price per Person plus VAT):

International VDI Workshop		
<input type="checkbox"/> August 25 and 26, 2020 Freising near Munich (09SE105004)	<input type="checkbox"/> December 9 and 10, 2020 Hamburg (09SE105005)	<input type="checkbox"/> February 9 and 10, 2021 Berlin (09SE105006)
EUR 1.790,-	EUR 1.790,-	EUR 1.790,-

www

Participation Fee VDI-Members **Save EUR 50,- for each Workshop Day.** VDI membership no.\*: \_\_\_\_\_

\* For the price category 2, please state your VDI membership number

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**Workshop Venues:**

**Freising near Munich:** Mercure Hotel München Freising Airport, Dr.-von-Daller-Str. 1-3, 85356 Freising, Phone: +49 8161/532-0, Email: [ha0q8-sb@accor.com](mailto:ha0q8-sb@accor.com)

**Hamburg:** Leonardo Hotel Hamburg City Nord, Mexikoring 1, 22297 Hamburg, Phone: +49 40/63294-0, Email: [info.hamburgcitynord@leonardo-hotels.com](mailto:info.hamburgcitynord@leonardo-hotels.com)

**Berlin:** NH Berlin Alexanderplatz, Landsberger Allee 26-32, 10249 Berlin, Phone: +49 30/422613-0, Email: [nhberlinalexanderplatz@nh-hotels.com](mailto:nhberlinalexanderplatz@nh-hotels.com)

More Hotels close to the workshop venue may be found via our HRS service [www.vdi-wissensforum.de/hrs](http://www.vdi-wissensforum.de/hrs)



**Services:** The price includes beverages during breaks and lunch. The workshop documents will be handed out on-site.

**Exclusive offer:** All participants at this event are entitled to a free three-month trial VDI membership. (Offer applies exclusively to new members.)

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