

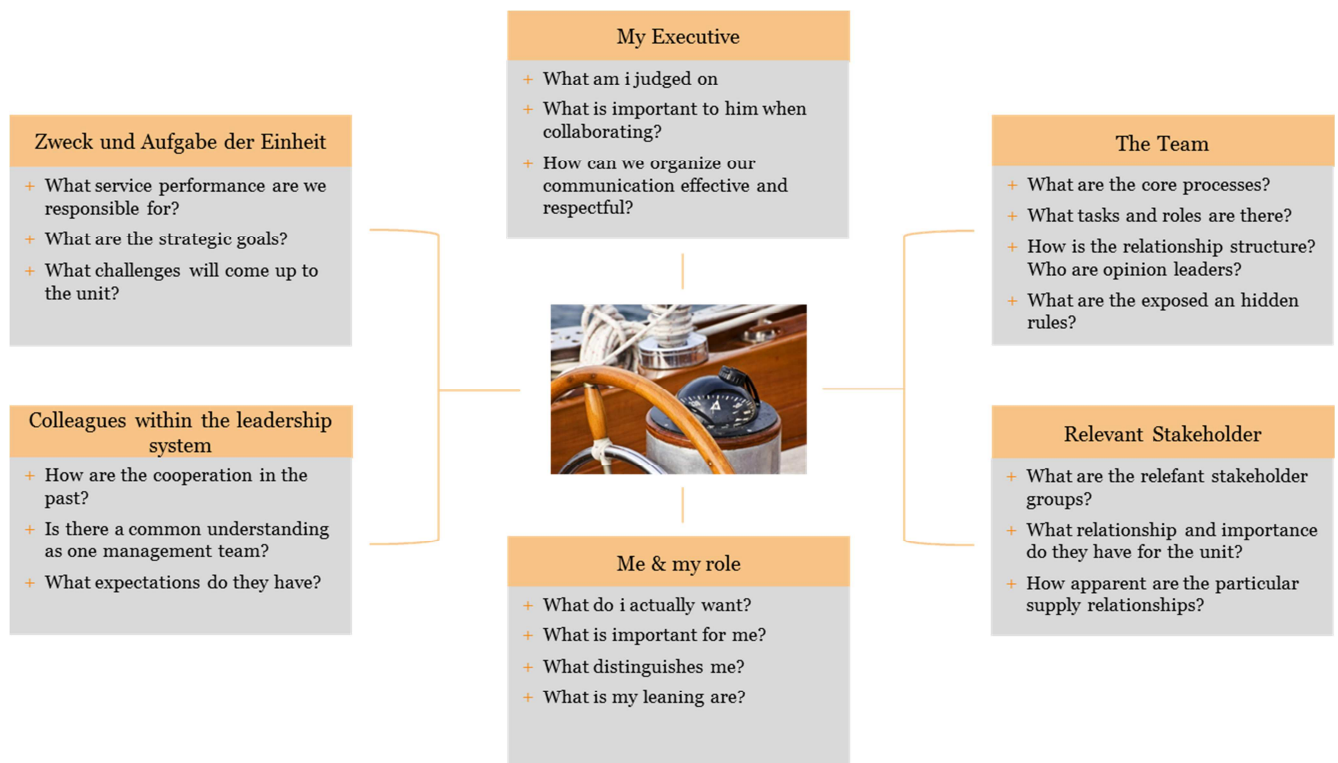
## Leadership navigator

Taking over a new leadership role causes profound changes for both, executive and all involved groups of people. The transition from the old role into the new role should be created consciously and vigilant. On the one hand the executive should be able to be connective to the new context and the new relevant stakeholders but on the other hand able to create an own effectiveness.

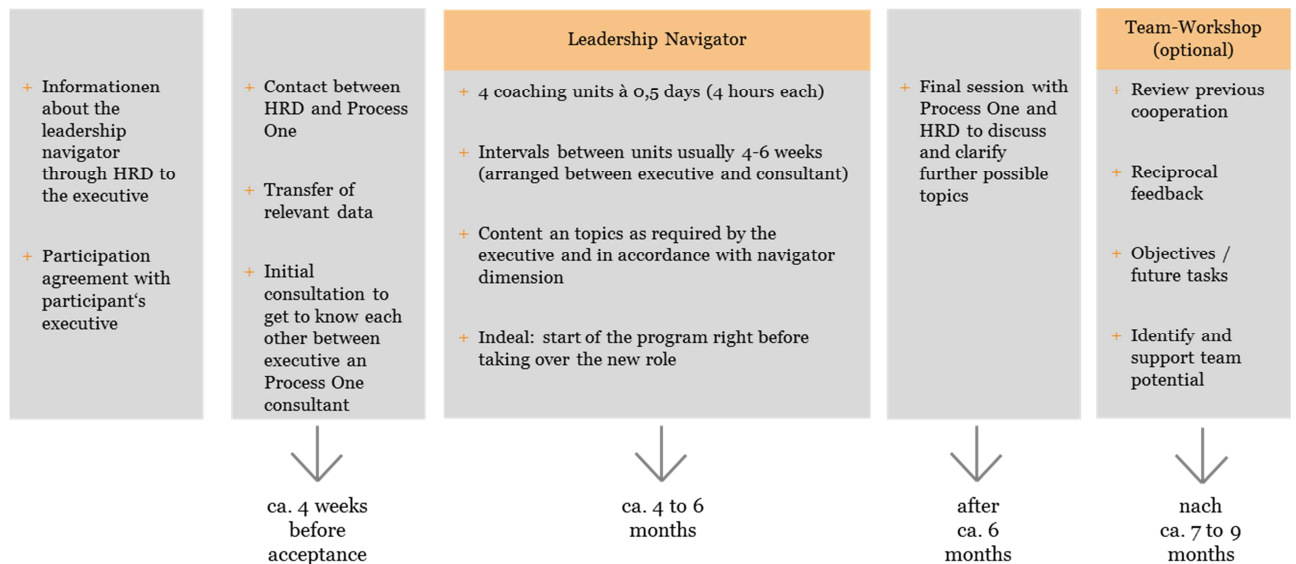
During the transition process the executive is confronted with a complex conflict situation of expectations and 'expectations of expectations' he or she has to deal with constructively and structured and within which the specific position according to his own expectations must be found. Especially in the beginning of the process it depends on finding the appropriate ration in attitude and behavior between 'wanting to understand' and 'wanting to create'.

The leadership navigator was developed by Process One to support the executive with the navigation during this stage and to be a valuable sparring partner for all questions concerning the new leadership role.

## The different perspectives within the expectation network



## The Process at a glance



## Methods and coaching elements

The following methods, concepts and forms of exercises can be used in the leadership navigator when the situation demands them:

- + Situational and specific input through the consultant
- + Questioning-developing consultation meeting
- + Concept and development models in the three levels of leadership: self-management, personnel management and organizational management ([www.process-one.de/de/fuehrungskraefteentwicklung](http://www.process-one.de/de/fuehrungskraefteentwicklung)), Team Culture Cycle ([www.teamkulturrad.de/en/](http://www.teamkulturrad.de/en/)) among other things.
- + Visualization or Constellations
- + Simulations and role plays
- + Concrete work on practical challenges
- + Self-observation task and reflection
- + 'homework' for practical implementation and transfer support between the units
- + Psychometric profiling (e.g. MBTI, CAPTain, Reiss Profile, BIP) and concepts to develop self-control abilities (e.g. transactional analysis, driver concept, circle of awareness) - optional