

LEADERSHIP COURSE

CREATING IMPACT AND EMPOWERING OTHERS

20-WEEK BLENDED LEADERSHIP TRAINING WITH CERTIFICATE

DIGITAL LEARNING PROGRAMMES & VIRTUAL LIVE-SESSIONS

INDIVIDUAL CASE STUDIES & PEER-COACHING

EXCHANGE & NETWORKING



CONTENT & KEY BENEFITS

In our Blended Learning Journey, we work on the mindset and skillset of the modern leader. Participants can **gain clarity about their own leadership role** and learn how to **lead through their own values and principles**. Effective communication, resolving conflicts, and empowerment are part of the training. The exchange with leaders from other organisations allows for new perspectives and networking.

BLENDED LEARNING FOR HIGH LEARNING SUCCESS



Our experts in the **digital learning programmes** provide state-of-the-art insights in the fields of communication, leading individuals, team development, and change. Quizzes and gamification elements make learning fun and diverse.



The **live-sessions** enable participants to reflect on their own leadership and to develop themselves personally and in their role as a leader. The small group size facilitates impactful interaction, peer coaching and individual case studies.



With continuous **e-mail nurturing** troodi accompanies the participants throughout the entire development path. Through regular reminders, additional content and reflection questions, learners are activated and motivated.

YOUR TRAINER

Brian Heydenrych works as a facilitator, coach and consultant across a wide variety of industries and businesses. He is particularly interested in the intersection of innovative thinking, leadership ecosystems, and psychologically safe and supportive environments and has extensive experience in the blended learning approach. He strives to support leaders in creating positive workplaces.



MODULES & CONTENT

KICK-OFF

- ✓ Getting to know each other, leadership journey overview, individual goal setting

MODULE 1: LEADERSHIP COMMUNICATION

- ✓ Reflection of own communication patterns
- ✓ Goal-oriented communication with basic communication models
- ✓ Conscious leadership communication
- ✓ Motivating delegation talks, constructive criticism & feedback

MODULE 2: LEADING & MOTIVATING INDIVIDUALS

- ✓ Recognising own comfort zone & finding the right leadership style for each employee
- ✓ Basic psychological needs, empowerment & fostering of motivation

REFLECTION & COMMUNITY MEETING

- ✓ Discussions, small groups, peer coaching

MODULE 3: UNDERSTANDING & DEVELOPING TEAMS

- ✓ Dimensions, phases & measures of team development
- ✓ Team analysis & basics of systemic thinking
- ✓ Recognising, reflecting and reducing Unconscious Bias
- ✓ Structural measures for dealing with Unconscious Bias in organisations

TEAM DEVELOPMENT SESSION: SERIOUS GAME

- ✓ Practical application of the content with game-based learning in the serious game „Eternal Ice“
- ✓ Immediate reflection on group dynamics
- ✓ Critical reflection on your own leadership role

MODULE 4: LEADING IN TIMES OF CHANGE & CLOSING

- ✓ Understanding of dynamics in change & preparation of change processes
- ✓ Resilience & dealing with resistance

THE DEVELOPMENT PATH

KICK-OFF   2 hours

Week 1

MODULE 1: LEADERSHIP COMMUNICATION

 Learning Programme: Effective Communication

 Learning Programme: Leadership Conversations

 Live-Session: Leadership Conversations  4 hours

Week 4

MODULE 2: LEADING & MOTIVATING INDIVIDUALS

 Learning Programme: Good Boss – Confident and Successful People Leadership


 Live-Session: Leading & Motivating Individuals  4 hours

Week 8

REFLECTION & COMMUNITY MEETING 2 hours

Week 10

MODULE 3: UNDERSTANDING & DEVELOPING TEAMS

 Learning Programme: Developing Winning Teams

 Learning Programme: Unconscious Bias – Raising Awareness & Reducing Harm

 Live-Session: Unconscious Bias & Inclusive Leadership  4 hours

Week 14

TEAM DEVELOPMENT SESSION: SERIOUS GAME 3 hours **Week 16**

MODULE 4: LEADING IN TIMES OF CHANGE & CLOSING

 Learning Programme: Leading in Times of Change

 Live-Session: Leading in Times of Change & Closing  4 hours

Week 20

EVERYTHING YOU NEED TO KNOW

- ✓ **20-week development path** for leaders and decision-makers
- ✓ **21 hours of live-sessions** with experienced leadership trainer for in-depth learning and utilisation
- ✓ **6 digital learning programmes**
- ✓ **8 hours of video content** on the troodi grow learning platform
- ✓ **80 pages** learning and reflection material
- ✓ **>15 accompanying e-mails** for in-depth reflection
- ✓ **Small groups** (max. 8 participants per run)
- ✓ **Onboarding** and collective closing

1.699,- € per person

excl. VAT | Discounts possible for self-payers

If you are interested, please contact Maïke for more information.
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CONTACT

QUESTIONS?

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More information on
the troodi website.

TO WEBSITE

WHAT OUR CLIENTS SAY



Jael Martin
Head of Growth
Timeless Investments

"Troodi's Blended Learning Journeys led to a significant increase of leadership competencies in our organization. This is reflected in the self-evaluation of our leads but also in a higher satisfaction of our employees with their direct managers. I was particularly impressed by the detailed evaluations and the concrete recommendations for action, that were provided by troodi."

Felix von Zittwitz
Managing Director
Ausbildung.de

"All our leaders, from team leaders to directors, go through a Blended Learning Journey in cooperation with troodi – a mix of self-paced e-learning and live-sessions in small groups. No other factor has been so instrumental in helping us to grow so much in recent years and multiply both our turnover and our workforce."



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