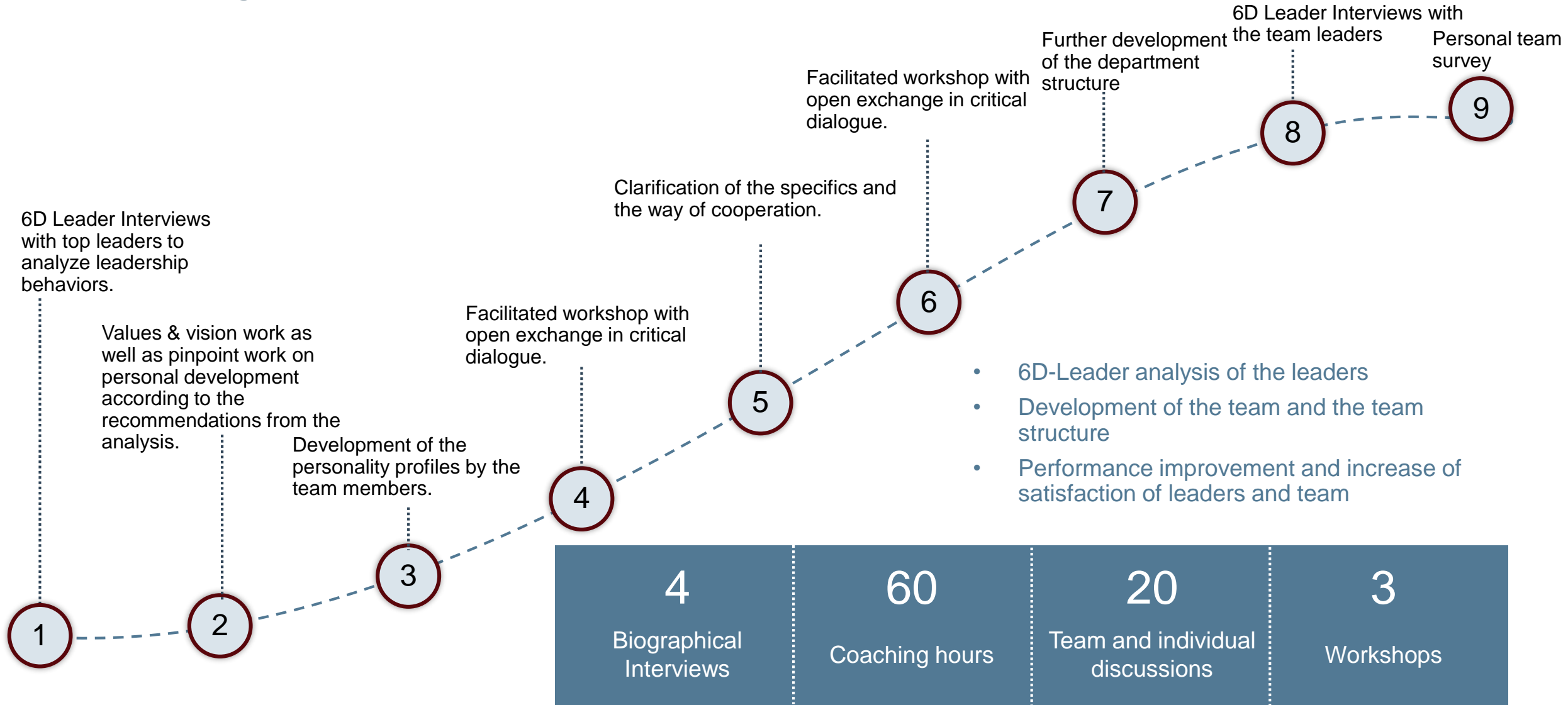


Leadership and Team

Significant performance increase in the team through targeted development of leadership behavior



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Challenge

At a time when speed, volatility and uncertainty demand more and more attention from decision makers, the leadership and management of teams is a crucial factor for orientation and growth.

An unit in the pharmaceutical industry, which is at the highest level in terms of technical expertise, has made a conscious decision to invest in the development of its leaders and team, despite great pressure on costs and innovation.

Notwithstanding the good market position, the cooperation within the unit needs improvement. The team of highly qualified experts sees itself more as an individual and less as a team, which makes working together difficult and has led to emotional tensions and discord.

For this reason, the unit's two top executives see the further development of the management team and the team as an essential aspect of responding to customer requirements in an agile and complexity-reducing manner. In particular, the investment in the executives should be the first to take leadership behavior to the next level and mirror the best leaders in the market.



Approach

After an analysis of leadership behavior based on the **6D-Leader interviews** for the head of the unit and the head of the department, the next step was to **precisely** develop their **personal development** in accordance with the recommendations from the analysis. This was followed by an **examination of their personal values** and their own **understanding of leadership**.

Building on this, all **team members** worked out their personality profiles and engaged in an open and targeted exchange with each other and with their manager in a **moderated workshop in a critical dialog**.

In the next step, special features and **the way of working together** were discussed. This enabled the head of the unit to pick up each team member in an appreciative manner. At the same time, work was done on **the further development of the department structure** so that the processes and the organization do not hinder but promote joint maximum performance.

Finally, **6D-Leader interviews** were conducted with the two team leaders, as well as a **personal survey of the entire team** and the two top leaders regarding satisfaction.

The entire process is complemented by a development program with individual **training and coaching opportunities**.

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Benefit

All team members, without any exception, are very satisfied with the leadership and the freedom they have to do their work.

They appreciate the individualities of their colleagues as much as those of the top executives and are guided by their strengths, having learned to deal with their weaknesses in a prudent and appreciative manner.

Reflected and communicated leadership principles are the basis for leading the employee team. Through these, leaders today know even better how to achieve their goals and what values guide them. The team receives clear orientation through the leadership principles.

In addition to that, a new, clear structure helps with the successful implementation of departmental goals and the further development of personalities.

With the implementation of the measures, the team has become more efficient and even more successful overall. This is shown not only by the satisfaction scores in the team survey, but also quite clearly by the significant increase in performance, which can be demonstrated by the performance figures.

Very good leadership performance - especially in terms of behavior - not only increases satisfaction and commitment, but indirectly also sustainably increases the value of the company as a whole.

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Many thanks for the support and the very good cooperation. Through the competent and holistic concept and approach I can say today:

MISSION POSSIBLE and SUCCESSFUL.

The nice thing is, I can back this up with numbers. As a team, we have achieved a significant increase in performance over the last two years, without any additional resources.

Not only do we feel comfortable (or more comfortable than before), but we are also performing better.

Top executive of a pharmaceutical company

Customer:

- Pharmaceutical company

Services:

- 6D-Leadership
- Team development
- Leadership development

WE LOOK
FORWARD TO GET
IN TOUCH WITH
YOU!

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