

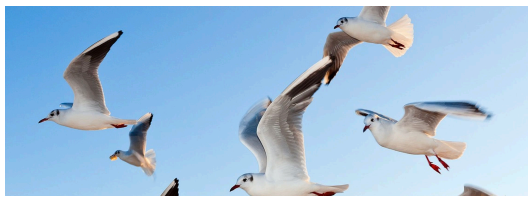
Outlook 2025

We are able to offer two different programmes in 2025:

On-site

Leadership and Communication development programme

Taking the lead in intercultural environments!



Target Group:

- Managers of different levels who want to strengthen their intercultural leadership and communication skills by training and exchange

Contents:

- Role clarity as a manager
- Leadership tools
- Communication tools
- Developing intercultural teams
- Coping with conflicts

Trainer:

- Christoph Richter, MA, MBA

Organisation:

- 4 days in January/February 2025
- Location: Görlitz /In-person/On-Site
- EUR 1749 plus VAT per participant
- Group size: 6-10 participants
- Registration until 15/12/2024
- For further details scroll down!

Online

Part-time cycle training in communication

Mindfulness, responsiveness, confidence: Become a lynx at our Lynx-Academy!



Target Group:

- Managers and employees, who want to internalise communication methods through intensive practice and become experienced as a 'lynx'

Contents:

- Goal-orientation
- Conversation management
- Communication tools
- Saying no
- Dealing with resistance

Trainer:

- Christoph Richter, MA, MBA

Organisation:

- 10 sessions part time, each 105 min, Jan-June 2025 every two weeks
- Online
- EUR 1749 plus VAT per participant
- Group size: 3-4 participants
- Registration until 15/12/2024
- For further details scroll down!

Leadership and Communication development programme

Taking the lead in intercultural environments!



Target Group:

- Managers of different levels who want to strengthen their leadership and communication skills

Goals:

The participants

- are aware of their role as a manager - existing expectations on the part of the employer and employees are reflected upon.
- are familiar with the tasks and instruments of leadership.
- can adapt their communication skills to dialogue partners and also act in a solution-oriented manner in conflict situations.
- can categorise and manage intercultural aspects in mixed teams from a typological perspective.
- are able to influence the team climate in such a way that motivation, cooperation and joint development are realised.

Contents:

- Leadership and communication
 - Role clarity: What makes a good manager? What expectations do I encounter?
 - Role conflicts as a manager, dos and don'ts when changing roles
 - The leadership cycle
 - Leadership tasks, tools and styles
 - Communication as a management task
 - Techniques and formats of dialogue management (Part 1)
(active listening, questioning techniques, giving and receiving feedback)
- Leading and developing intercultural teams
 - Recognising and understanding team processes
 - Promoting team identity, error culture and mutual support
 - Developing employees and teams
 - Recognising and managing cultural similarities and differences in teams
 - Techniques and formats of dialogue management (part 2)
(conducting difficult conversations, leading and moderating meetings)
 - De-escalation techniques, mediating in conflicts

Methods

- Seminar and workshop sequences alternate.
- Participants help to organise key parts of the workshop through practical exercises, small group work and reflection sessions.
- Theoretical principles are linked to the reflection of practical situations
- All content is adapted to the prior knowledge and expectations of the participants.
- The leadership development programme is conducted in English.

Trainer

- Christoph Richter, MA, MBA , Trainer, Coach, Mediator, Görlitz

Organisation and Investment

- The training duration comprises 4 days of 8 hours each:
 - 16/01/2025, 30/01/2025, 13/02/2025, 06/03/2025
- Location: Görlitz
- Participation fee per participant for the whole development programme: Euro 1749 plus VAT.
- The participation fee includes catering during breaks, a certificate of attendance, a digital script/photo minutes afterwards
- The minimum number of participants for the programme is 6. The maximum number is 10. On request can the programme also be organised as an in-house event on the basis of an individual offer.
- Registration must be made in writing by email to Anmeldung@personaris.de by 15/12/2024 at the latest
- You will then receive a confirmation of registration, the adress of the location and the invoice.
- Cancellations are possible free of charge until 31/12/2024 in writing to Anmeldung@personaris.de. Fees already paid will be refunded. For cancellations after this date, the full participation fee will be charged.
- The general terms and conditions of PERSONARIS GmbH apply.
- There may be the possibility of a 50% subsidy from the SAB.

We are looking forward to an exciting programme with you!



Online part-time cycle training in communication

Mindfulness, responsiveness, confidence: Become a lynx at our Lynx-Academy!

Background:

Many years of training experience have shown that after communication training on a daily basis, successful transfer into practice is only possible if the methods taught are practised and applied independently. Participants often lack the time or motivation to do this. Back at work, the seminar content is quickly lost sight of and old habits take hold again. In addition, it initially feels strange to integrate a taught method into your own style of dialogue. There is a lack of authenticity. Managers also often don't get round to evaluating the success of the transfer with their employees. This results in a lack of control.

It has been scientifically proven that skills cannot be developed without sufficient repetition and application, as the neuronal structures for this are not even established. Nobody expects a one-off visit to the gym or an English or piano lesson to have a lasting effect, neither on the muscles nor on foreign language skills or mastery of a musical instrument. Similarly, communicative skills can only develop if the methods to be learnt are regularly anchored in everyday life through practice sessions and conscious practice transfer.

It has been scientifically proven that skills cannot be developed without sufficient repetition and application, as the neuronal structures for this are not established in the first place. Nobody expects a one-off visit to the gym, an English lesson or a piano lesson to have lasting effects, neither on the muscles nor on foreign language skills or mastery of a musical instrument. Similarly, communicative skills can only develop if the methods to be learnt are regularly anchored in everyday life through practice sessions and conscious practice transfer. The online intensive circle training programme 'Become a lynx at the Lynx-Academy' described below is designed to meet the challenges mentioned and increase the effectiveness and sustainability of the development of communication skills. It is easy to integrate into your own calendar in order to stay on the ball in the long term.

Target group:

- Managers and employees, who want to internalise communication methods through intensive practice and become experienced as a 'lynx'

Aim of the format:

- Building a portfolio of internalised communicative methods for the participants' personal everyday life in order to be personally more convincing and to master difficult communicative situations through mindfulness, responsiveness and confidence

Trainers

- Certified trainers of PERSONARIS GmbH

Content modules:

- | | |
|---------------------------|------------------------------|
| ▪ Goal-orientation | ▪ Working with understanding |
| ▪ Conversation management | ▪ Feedback |
| ▪ Backtracking | ▪ Quick-wittedness |
| ▪ Active listening | ▪ Saying no |
| ▪ Questioning techniques | ▪ Dealing with resistance |

Methodical approach:

- The methods are explained, demonstrated and practised by each participant in turn during the training session. Feedback is used to encourage reflection processes and improvements. At the beginning of each training unit, all participants refresh the methods already taught in the sense of a circle training. Over time, this creates a portfolio of communicative methods that are interlinked.
- Transfer tasks are set between the training units and documented in a transfer protocol. A practical test takes place in the last training unit.
- The Lynx-Academy is offered in German and English.
- Graduates of the training series have the opportunity to take part in refresher camps.

Organisation

- A course at the Lynx-Academy comprises 10 online training sessions lasting 105 minutes each with a maximum of four participants.
- The Zoom or Teams software is used.
- The training series runs from January-June and from September-December on Fridays from 13-14:45. You can find the exact dates on the next page.
- The participation fee is 1749 euros per participant. The costs include a photo protocol for each training session and a certificate of participation at the end of the training series.
- Please register in writing to anmeldung@personaris.de no later than 10 days before the start of the training series. You will then receive a confirmation of registration and an invoice.
- Cancellations are possible free of charge up to 10 days before the start of the training series in writing to anmeldung@personaris.de. Any fees already paid will be refunded.
- For cancellations less than 10 days before the start of the training series, half the participation fee will be charged. If participants are unable to attend, it is possible to make up the missed training session at another lynx camp.
- The general terms and conditions of PERSONARIS GmbH apply.



Online part-time cycle training in communication

*Mindfulness, responsiveness, confidence:
Become a lynx at our Lynx-Academy!*

Dates for the course:

- (1) Friday, 17/01/2025 13-14:45
- (2) Friday, 31/01/2025 13-14:45
- (3) Friday, 14/02/2025 13-14:45
- (4) Friday, 28/02/2025 13-14:45
- (5) Friday, 14/03/2025 13-14:45
- (6) Friday, 28/03/2025 13-14:45
- (7) Friday, 11/04/2025 13-14:45
- (8) Friday, 09/05/2025 13-14:45
- (9) Friday, 23/05/2025 13-14:45
- (10) Friday, 06/06/2025 13-14:45

We are looking forward to an exciting programme with you!