



Leadership Development with the LUXX Personality Toolset

Project Example





Content

The Leadership Training

- Basic thoughts
- Module of leadership qualification

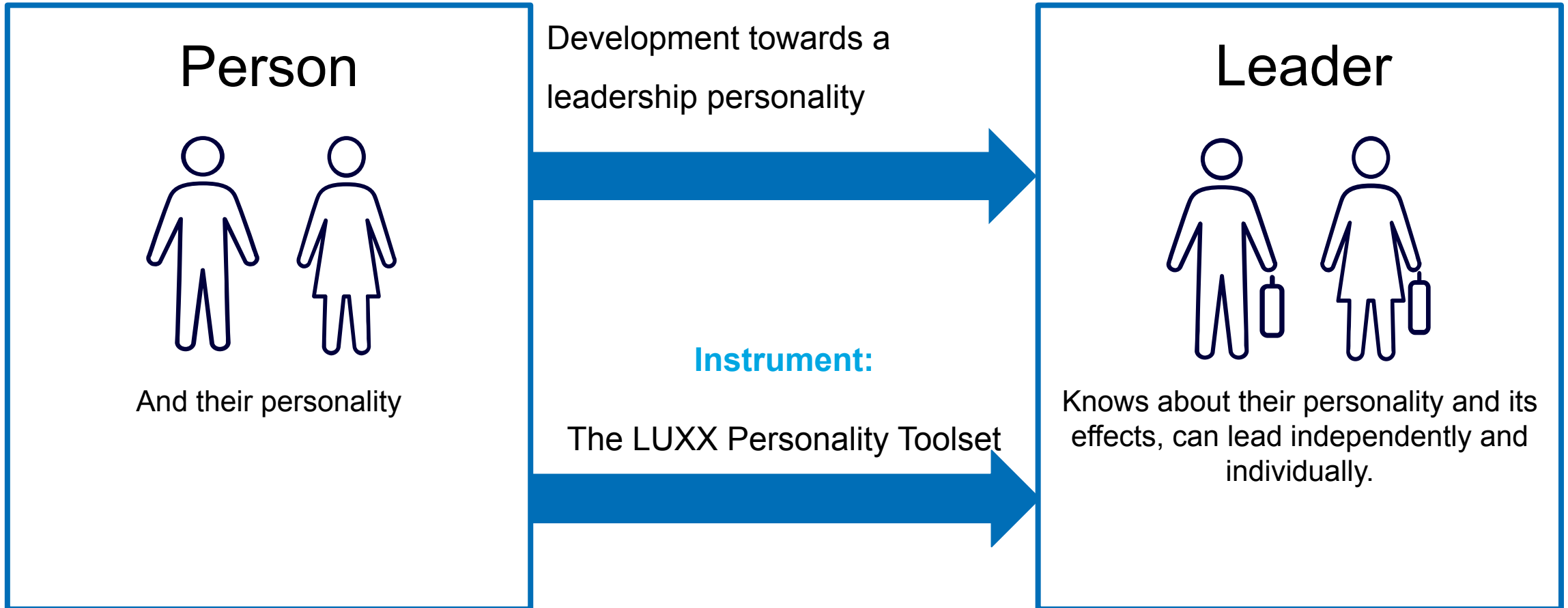
The project was designed and implemented by Uta Rohrschneider, grow.up. Managementberatung GmbH and Peter Boltersdorf, Institute of Leistungshumanismus

Both are shareholders of LUXX United GmbH and responsible for the LUXX Academy. Peter Boltersdorf is also Managing Director of LUXX United GmbH



Basic thoughts

Focus and Basics



Basic Thoughts

The LUXX Personality Toolset and leadership development

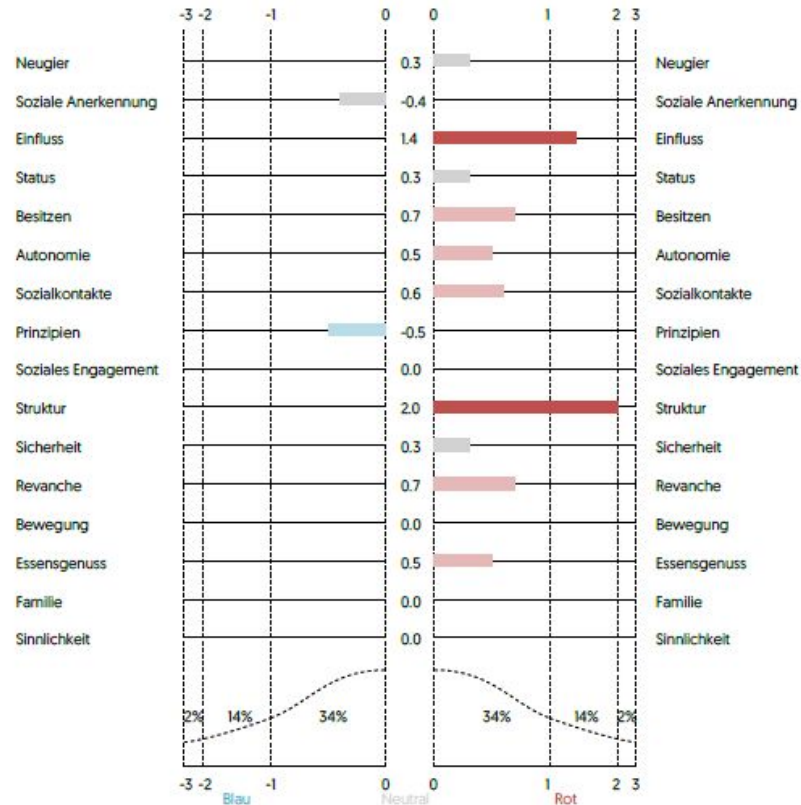


Diagramm of a LUXX Personality evaluation

The LUXX Personality Toolset provides insights into the personal motive structure...

... and answers to essential questions:

Which motives and values influence my actions as a personality?

How do my motives affect my leadership behavior, or what is important to me in my leadership?

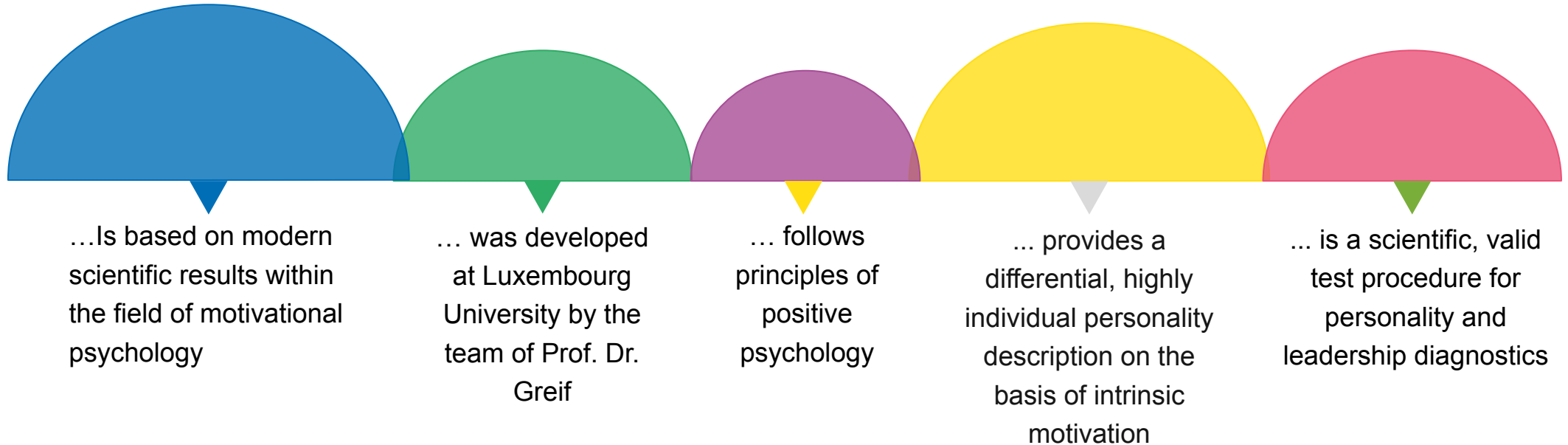
How does my leadership behavior affect others (employees, superiors, colleagues)?

How can I expand my personal leadership skills and optimize them in terms of employee motivation, communication and collaboration?

What should I bear in mind to ensure a high level of motivation and satisfaction among my employees?

Basic Thoughts

The LUXX Personality Toolset ...



Knowledge of the individual motivation profiles of managers and employees:

01 Success-oriented task distribution



02 Employee motivation and guidance



03 Managers to recognize the impact of their own leadership actions



04 Higher efficiency



05 A targeted and effective improvement in communication/collaboration



06 Individualized, motivation-based employee management





Leadership Qualification based on the LUXX Personality Toolsets

- The LUXX Personality Toolset forms the value-oriented basis of management training.
- Managers continuously deal with the basic ideas of individualized, motivation-based leadership. From module to module, they deepen their knowledge and expand their skills.
- The continuous discussion in the modules and the consolidation through the LUXX tools not only leads to an intensive self-reflection of one's own leadership personality and the leadership actions based on it, but also to the conscious development of leadership skills step by step, which enable managers to address and promote the motivation and willingness to perform of all employees in a targeted manner.





Use and Result of the Leadership Education

Self-reflection on one's own leadership actions is a matter of course for all managers. They value collegial exchange because they know that colleagues with different personality traits can inspire them and help them move forward

Managers know how to use recognition and criticism in an effective and motivating way. They know how to address their employees in a targeted and motivational way

Collegiality and teamwork are sustainably increased. Managers actively and positively support team development and distribute tasks within the team in a motivational and competence-oriented manner

Managers actively develop staff because they know how and who learns under what conditions and for whom what development is important and how

Managers know the potential emotional gains and losses of their employees in change processes and can minimize the losses and concerns of their employees, increase the gains and thus strengthen the active participation and identification of employees





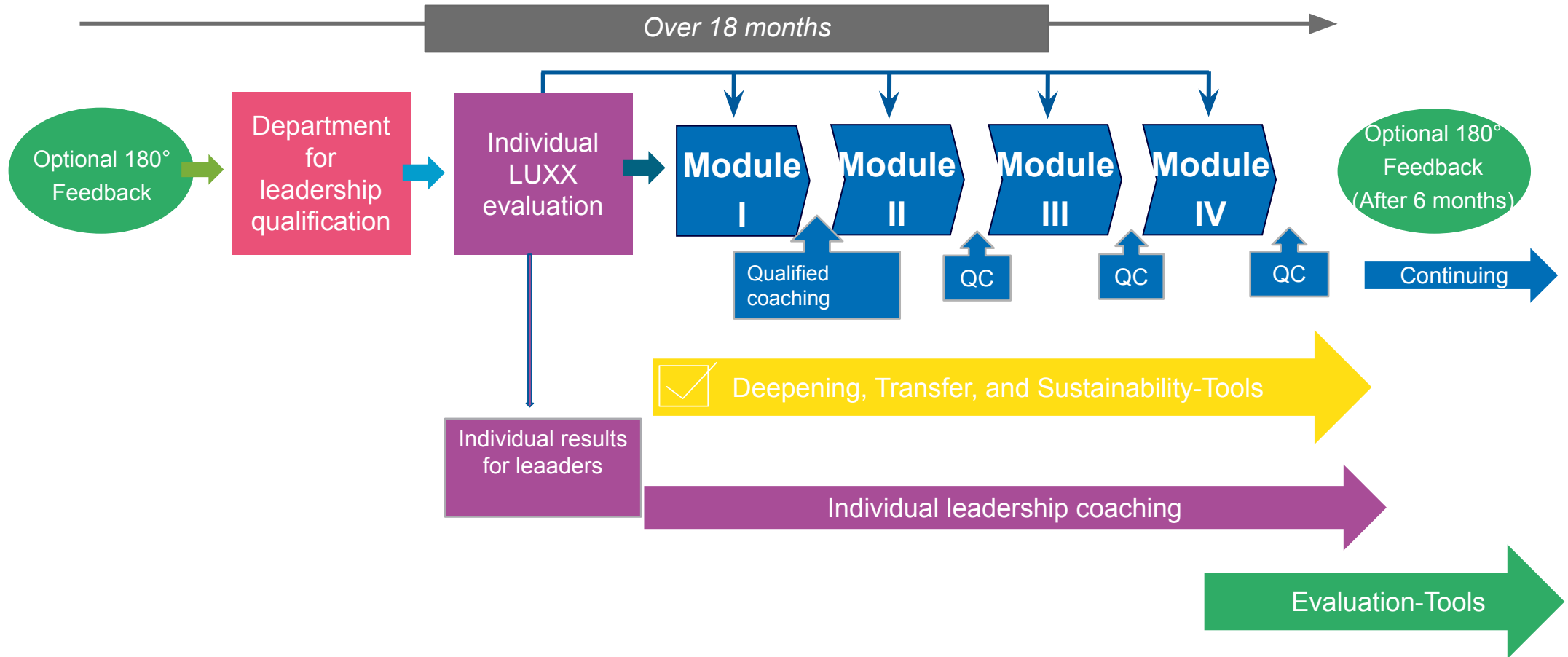
Benefits and results of this management training

- In everyday life, managers consciously use the 34 emotional payments to promote the motivation of their employees
- Over time, a culture of motivation-oriented individual management is established in the company
- The management effort decreases
- Employee satisfaction and motivation increase
- Absenteeism and fluctuation decrease
- Employees recruit employees for their company out of conviction



Possible design of a management qualification

Qualification modules, transfer and evaluation modules



Leadership Qualification Module 1

Me and my leadership role - seeing yourself as a leader

Self-image and positioning as a manager	Leadership basics	Affect of personality	Self-guidance
<p>What does leadership mean?</p> <p>Tasks, role, requirements, expectations and responsibility as a manager</p>	<ul style="list-style-type: none">• Objectives of leadership• Tasks of leadership• Basic premises of leadership on the basis of the LUXX	<p>Examining your own leadership personality</p> <p>How do my motives influence my leadership actions and my values?</p>	<p>Strategies for self-control and self-management based on the personal LUXX</p> <p>Use your own resources</p>

Self-reflection and feedback with the Focus evaluation



Leadership Qualification Module 2

Me and my employees - empowering people - maintaining motivation

Motivation	Leadership strategies	Communication and Feedback	Delegation
<p>What really motivates people?</p> <p>Effort and return</p> <p>LUXX as the basis for targeted, motivation-oriented employee management</p> <p>34 Knowing and using emotional reward factors</p>	<p>What does which employee need?</p> <p>Creating motivation profiles for your own employees</p> <p>Developing motivation strategies for your own employees based on the LUXX</p>	<ul style="list-style-type: none">• Tools for efficient, personality-oriented communication• Working effectively with recognition and criticism• Using and applying insights from LUXX in communication	<p>Area of tension for managers</p> <p>Who can and wants to bear how much responsibility</p> <p>Delegation as a motivational strategy: using the LUXX to delegate the right tasks to the right employees to the right extent</p>

Motivational leadership with the Focus evaluation "Employee motivation"



Employee development and qualification

Work out individual development goals for employees

Define the right tasks, areas of responsibility, working methods and career aspirations for your own employees with the LUXX

Develop competency

Who learns best and how?

Opportunities for employee support and development as part of my management work

Deriving development strategies for different employees from the LUXX

Cooperation and team culture

- Team development: bringing different personalities together

- Working out the added value of similarities, differences and synergies in the team with the LUXX

- Motivational roles and task distribution in the team

Solve conflicts

Causes of conflict

Identify the real causes with the LUXX, make them discussable and work out viable solutions

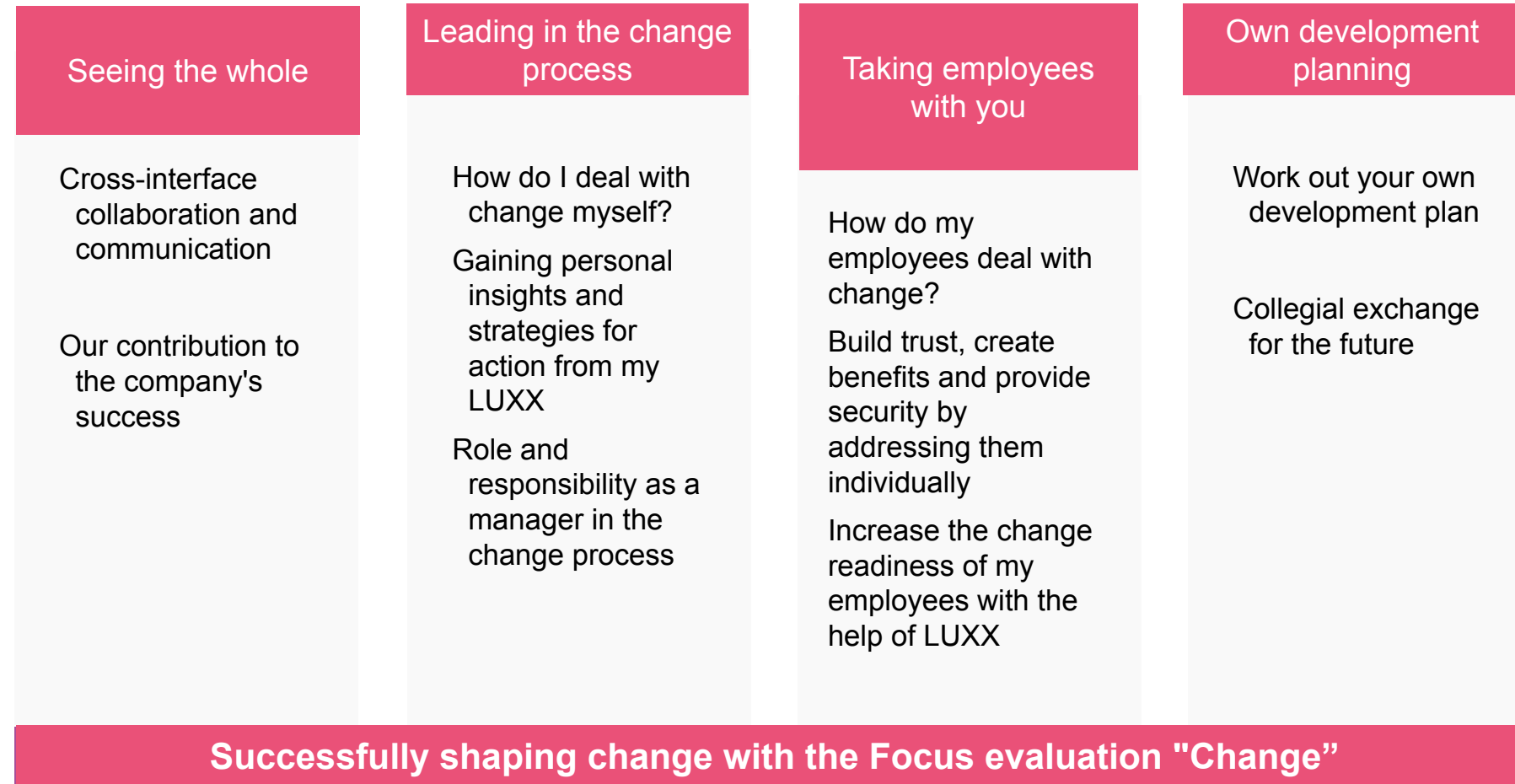
Recognize and use the "being different" and approach as added value for the team

Intervention options

Efficient and motivated teams with the Focus evaluation "Team"

Leadership Qualification Module 4

Me and my organization - promoting change





Pre-, Post-Reader

- Deepening knowledge
- Refresher
- Independent processing



Logbook

- Personal development planning and documentation



Quiz

- Application of knowledge through practical and theoretical questions



Transfer Tasks

- Written instructions for transferring management tools to your own employees
- Independent processing
- Self-reflection

Topic-specific LUXX Focus evaluation to deepen the knowledge and application of motivational leadership

Transfer/Sustainability-Tools



- Individual development support
- face-to-face or virtually



- Learning by doing
- Assignment of specific, learning-relevant tasks in everyday life
- Supervision by the line manager



- Joint solution to current management issues



- Simple, visual presentation of complex content
- Sustainable anchoring

Topic-specific LUXX Focus evaluation to deepen the knowledge and application of motivational leadership



We would be happy to support you in designing your tailor-made management qualification

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