

POSITIVE LEADERSHIP

Key to a high-performance leadership culture

Being a leader means inspiring people - not just managing them.

Leadership begins with attitude. With the Positive Leadership model, you can establish a sustainable and successful leadership culture based on the scientific findings of positive psychology.

The PERMA model offers a structured and evidence-based approach to leading leaders and teams in a strength-orientated way.

With the help of PERMA-Lead®, organisations can convey meaning in their work and achieve measurable results. This form of leadership transforms challenges into opportunities and teams into communities of success.

Who is PERMA-Lead® suitable for?

1. Leaders

who want to provide orientation and inspiration in a complex world.

2. Organization

who want to strengthen commitment and resilience of their employees

3. Teams

who strive for meaning, connection and sustainable success.

As a certified systemic coach and PERMA-Lead® consultant, I will accompany you and your team on this journey. Together we will create a culture that redefines leadership and reshapes success..



AT A GLANCE

Participants

- up to 12 people/workshop
- ideally a management team with different competences and functions.

Timing + Cost

- Duration 2-4 Tage plus follow up
- Trainer: €2.200/day; plus PERMA-Lead® tests



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Positive Leadership
PERMA-Lead®

**The PERMA-Lead® method:
Scientifically sound, applicable in practice
and proven for long-term success.**

With 5 elements to high-performance



1. Positive emotions (P):

Enthusiasm and joy create the basis for top performance.

2. Engagement (E):

Focusing on strengths to unleash potential and get into flow.

3. Relationships (R):

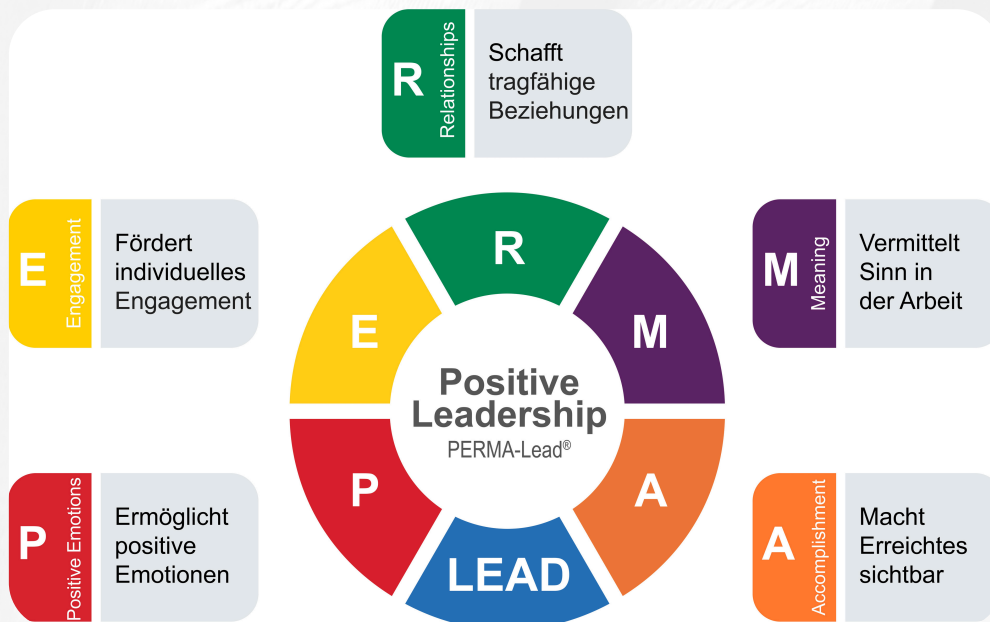
Trust, empathy and strong connections form the backbone of successful teams.

4. Meaning (M):

Connecting daily tasks to a greater purpose give meaning to work.

5. Achievements (A):

Finish line instead of hamster wheel; Celebrate successes and make progress visible.



What PERMA-Lead® can achieve*:

23% more productivity: Studies show a direct influence of Positive Leadership on team performance.

25% less fluctuation: Increased employee loyalty that pays off.

30% more job satisfaction: Employees report greater satisfaction and a sense of purpose.

* Dr. Ebner, Positive Leadership, S. 87ff. Facultas Verlag 2019

**PERMA-Lead® is not a one-off workshop.
It is the start of a sustainable journey.**

A practice-orientated concept for measurable results.



My PERMA-Lead® workshops combine sound theory with lively practice. Together, we develop a leadership culture that inspires and remains inspiring.

The Workshop-Concept

- 1. Diagnosis:** analysis of the current leadership culture in the organisation
- 2. Inspiration:** introduction to the principles of positive psychology and accompanying models (e.g. PERMA, Flow, GROW, etc.)
- 3. Collaboration:** interactive exercises, personal reflections and practical role-plays.
- 4. Vision:** development of concrete measures for daily implementation.
- 5. Sustainability:** active support for long-term implementation and anchoring of change.

The PERMA-Lead® Tests (optional)

1. PERMA-Lead® Profile

This test measures the individual application of the five PERMA dimensions in one's own leadership role. The result shows the extent to which a manager is already shaping their role positively and which dimensions can be expanded.

Objective: To analyse the personal leadership profile and identify specific areas for development.

2. PERMA-Lead® 360° Feedback

This instrument combines self-assessments by the manager with external assessments by employees, peers and superiors. It provides a holistic picture of how the manager perceives their role and how they are perceived by others.

Objective: To compare self-image and external image to promote self-reflection and further development.

3. PERMA-Lead® Company Analysis

This test aims to analyse the corporate culture with regard to the PERMA dimensions. It examines the extent to which positive leadership principles are anchored at the organisational level. The survey covers various levels and shows in which areas the corporate culture is already strong and where there is potential for positive change.

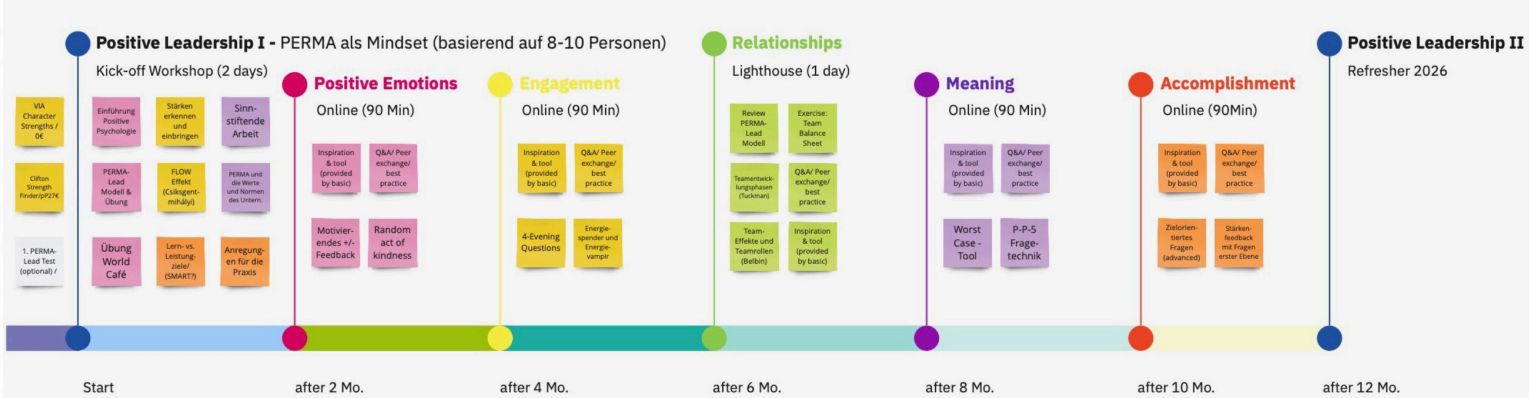
Objective: To create a sound basis for strategically promoting the positive development of the entire organisation.

Methodological toolkit for positive leadership training.

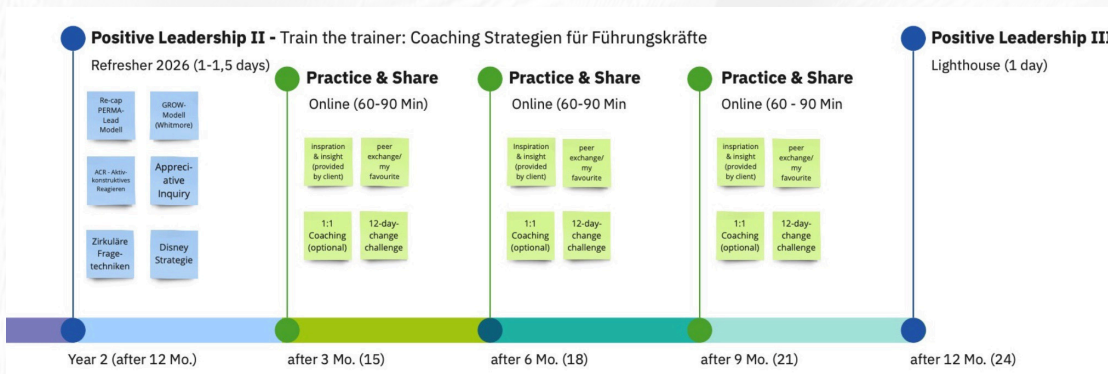
Practice-orientated management training for more measurable results and sustainable success.



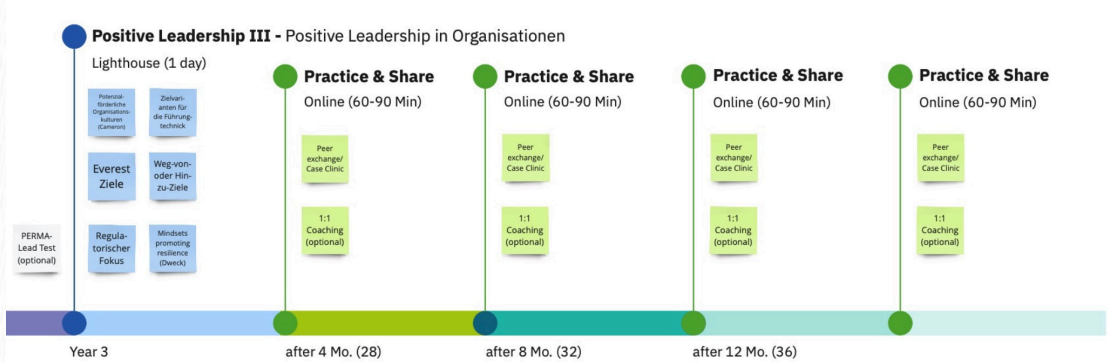
1. Year (learning)



2. Year (building)



3. Year (establishing)



Success begins with leadership - leadership begins with attitude!