

Kitoko People

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# Kitoko People

Our customized offer in the area of Future Leadership

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# Your Challenge

You would like to know which current understanding of leadership and values is lived by Generation Y (born 1980 - 1994).

You ask yourself what interventions are needed towards strengthening the shared leadership culture as well as developing effective leadership competencies in your organization.



# Our approach

SYSTEMATIC SURVEY OF LEADERSHIP COMPETENCIES AS WELL AS LEADERSHIP CULTURE USING PARTICIPATIVE FEEDBACK WORKSHOPS OR WELL-FOUNDED QUESTIONNAIRES.

The resulting findings provide a fact-based foundation for the content design as well as methodical implementation of the customized leadership program. The individually defined development goals are ensured in coaching sessions and workshops. For the sustainable further development as well as the internalization of the leadership program, a train-the-trainer is conducted.



# The result

ESTABLISH A COMMON LEADERSHIP CULTURE IN YOUR COMPANY, WHICH FALLS THROUGH ALL HIERARCHICAL LEVELS.

Ensure professionalization in leadership as a fundamental tool to achieve company's goals.  
Reduce turnover and increase the engagement of Generation Y Leaders.

# Main topics



## LEADERSHIP CULTURE IN THE COMPANY



- Developing leadership principles
- Strengthening the leadership culture
- Psychological safety

## LEADERSHIP PERSONALITY AND SKILLS



- Potential analysis
- Self-leadership and resilience
- Personal Values
- Emotional intelligence

## LEADING DIVERSE TEAMS



- Intercultural competence
- Dealing with difference
- Diversity as a strength

## COACHING



- Role transformation
- Potential orientation
- Interview techniques and coaching methods



# Service - Future Leadership

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# Process architecture



1 STEP

Field of action 1:  
Order clarification



3 STEP

Field of action 3:  
Inclusion of the management



5 STEP

Field of action 5:  
Implementation of the program



7 STEP

Field of action 7:  
Evaluation & Executive Summary



2 STEP

Field of action 2:  
Leadership and culture check



4 STEP

Field of action 4:  
Co-Creation Design Phase



6 STEP

Field of action 6:  
Train the Trainers



# Field of action 1: Order clarification



○ STEP

## Contents:

- Mission and needs clarification with HR and/or management
- Sharpening the benefits that the organization wants to achieve
- Constructive examination as well as supplementation of previous considerations with our expertise
- Target formulation of the appropriate intervention
- Defining the framework of the collaboration
- Process architecture with concrete milestones

## Target:

Structured and careful clarification of the assignment for the customized process design of the leadership program, tailored to the needs and requirements of the company.



# Field of action 2: Leadership and culture check



○ STEP

## Contents:

- Systematic data collection of the corporate and leadership culture through our proven qualitative and quantitative approaches depending on the company size
- Careful analysis of leadership and corporate culture to identify cultural strengths, development potential and meaningful areas of action
- Identification of fundamental leadership competencies and behaviors for ensuring corporate success

## Target:

Survey and analyze leadership and corporate culture and write fact-based recommendations for action for the design of the leadership program in an executive summary.

# Field of action 3: Inclusion of management



3

○ STEP

## Contents:

- Develop a common understanding of leadership - and principles at the management level
- Identify and clarify commonalities and differences within the management team
- Develop an authentic role model function and actively exemplify it as a role model
- Ensure commitment with regard to the upcoming development and involve them in the process
- Organize and plan the kick-off event with all stakeholders for clear communication regarding the upcoming interventions.

## Target:

Strengthening the common leadership culture in management or at the executive level as well as developing a uniform understanding of leadership as a basis for sustainable leadership development in the company.

# Field of action 4: Co-creation design phase



○ STEP

## Inhalte:

- Determining the appropriate intervention measures for the leadership program (e.g. workshops, individual coaching, group coaching, collegial case management, etc.)
- Define and elaborate the selection of topics, content focus and methodological implementation, aligned with the leadership and culture analysis.
- Providing effective learning material in the form of digital worksheets, transfer exercises, and video inputs for preparation and post-processing
- Define measurement criteria for checking the impact of the planned interventions and incorporate control mechanisms

## Target:

Depending on the objectives and the evaluation of the leadership culture analysis, individual development goals are derived and tailored content for leadership training is defined and the design developed.

# Field of action 5: Implementation of the program



○ STEP

## Contents:

- Efficient planning, implementation and control of the defined objectives
- Recognize and include the needs of the participants (co-creation)
- Recognize group dynamics and control them in a goal-oriented way
- Collect, analyze and digitalize the most important findings from the interventions
- Ensure transfer to everyday life and define concrete implementation strategies
- Continuous reflection between the different program days for iterative improvement

## Target:

Successful implementation of an action-oriented leadership program for effective competence development of managers

# Wirkungsfeld 6: Train the Trainers



6 STEP

## Contents:

- Identify existing resources within the company for the Train the Trainers.
- Create all relevant documents and concepts for Train the Trainers
- Knowledge transfer of the collected experiences and findings from the interventions carried out
- Transfer of the didactic methods for the effective promotion of leadership competencies
- Providing the selected persons with supervision during the implementation process

## Target:

Planning and implementation of a train the trainer for the sustainable development and internalization of the leadership program, which includes the transmission of the accumulated knowledge as well as the didactic methods.

# Field of action 7: Evaluation & Executive Summary



○ STEP

## Contents:

- Digital documentation of the elaborated, most important contents of all workshops
- Processing, embedding and integrating the impressions received
- Constructive evaluation of the implementation and identification of potential for improvement
- Identify and assess challenges and opportunities that have arisen and formulate appropriate recommendations for action
- Formulate executive summary and initiate next steps

## Target:

Constructive evaluation of the leadership program as well as compiling the most important findings from the services provided and writing an executive summary as a basis for the sustainable continuation of the process.

# Leadership development methodologies



The inner conference (working with the inner team)



Role analysis



Communication model by four-sided model (Schulz von Thun)



System structuring



Conflict analysis



Vision and goal setting



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"With Kitoko, the collaboration has worked wonderfully. Amadeo and Arno know exactly what they are doing and were able to cover our needs quickly. Everything was delivered on time and improvements were discussed and implemented in an agile environment."

Dr. Larissa M. Sundermann  
Director of Business Studies Management,  
Member of the Executive Board HSO

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Impressions  
from our work



Do you have questions or needs? Want an insight into our latest studies?



Contact Malik Hashim now!



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