

Willms.coaching helps you to take the full advantage of leadership development for yourself and your organization. We help you to create a developmental practice in your organization to increase leadership effectiveness and realize a new quality in the way of being at work.

We are pioneers for developmental coaching and consulting in Germany. We work in longterm relationships and help our customers grow.

Ready for
your next step?

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Transform
your leadership
culture!



Do you believe that the way of leadership provided throughout your organization is meeting the requirements of the challenges you are facing? Do you think you need to develop a new way of leadership to get you where you need to go?

In many organizations people are realizing that leadership is a critical bottleneck for the changes ahead. It is not that there are some bad leaders in place – the way we used to work is not working anymore.

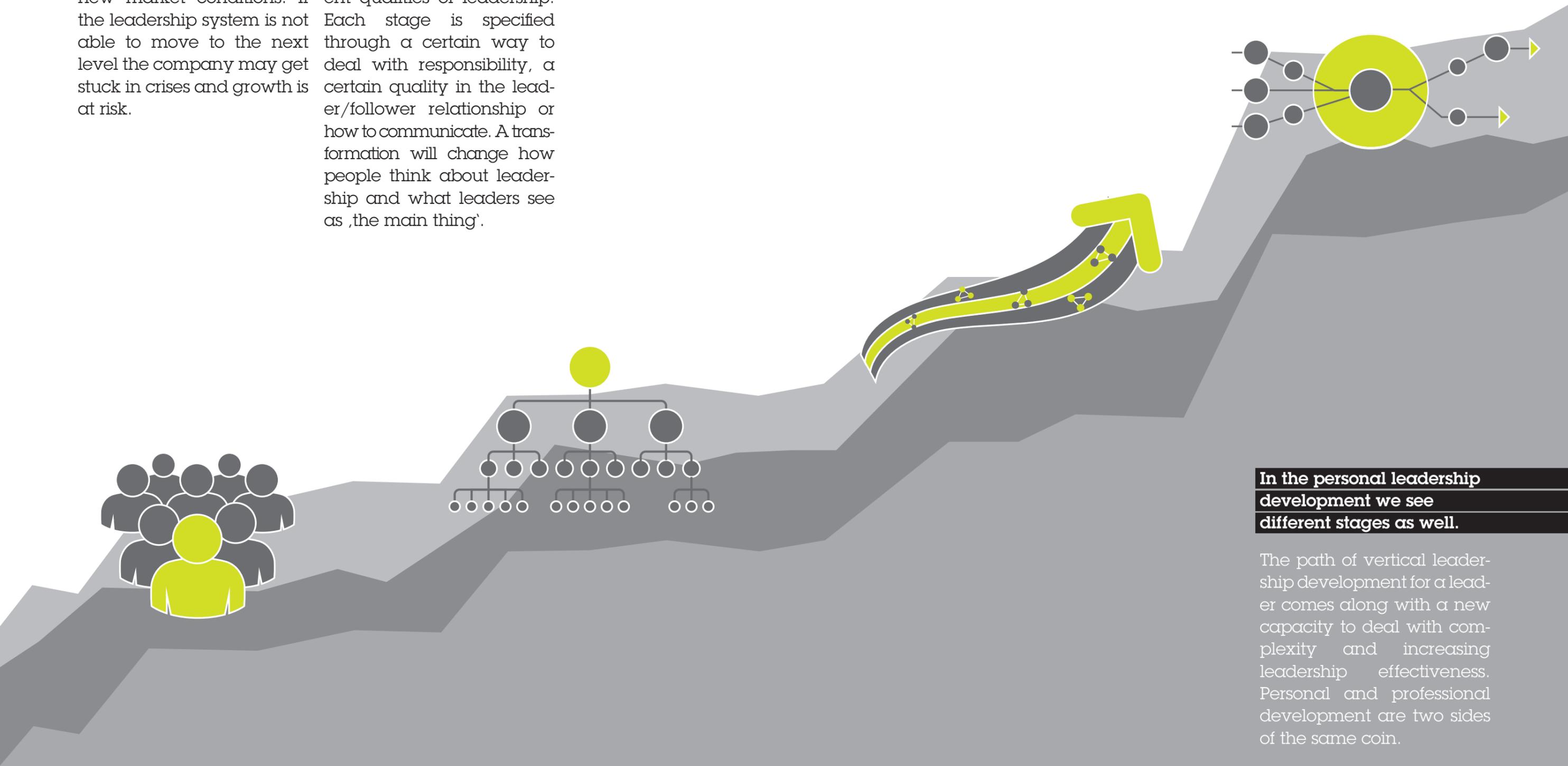
The main thing of Leadership Development is not building competencies and teaching tools. Leadership Development needs to transform the way how we think and act. It is a strategic imperative and needs to be embedded in the daily business practice.

willms.coaching
realizing potential

While a business is growing from start-up to a mature enterprise the leadership systems needs to transform several times. The same happens when the environment is shifting and the company needs to adapt to new market conditions. If the leadership system is not able to move to the next level the company may get stuck in crises and growth is at risk.

Different stages of leadership development can be observed through different dimensions. While the graphic shows design principles of different leadership systems stages of leadership can be perceived as different qualities of leadership. Each stage is specified through a certain way to deal with responsibility, a certain quality in the leader/follower relationship or how to communicate. A transformation will change how people think about leadership and what leaders see as 'the main thing'.

Develop your leadership system!



In the personal leadership development we see different stages as well.

The path of vertical leadership development for a leader comes along with a new capacity to deal with complexity and increasing leadership effectiveness. Personal and professional development are two sides of the same coin.