

UNCOMMON LEADERSHIP?

- WHY
- HOW
- WHAT

Topics Leaders Have Requested



Leading Through Intrinsic Motivators



Leading other Generations



Crisis Leadership & Communication



Leading and Working Across Cultures



Leading, Coaching, Peer Coaching



Leadership in a VUCA World

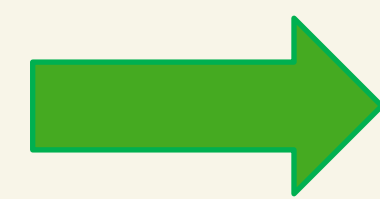
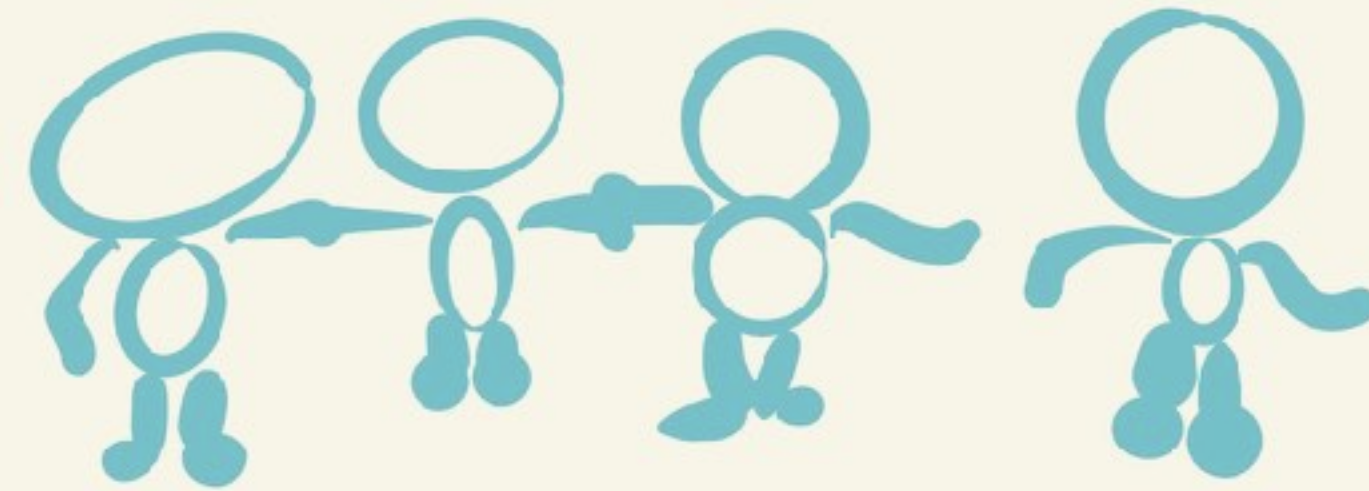


UNCOMMON LEADERSHIP WHY?

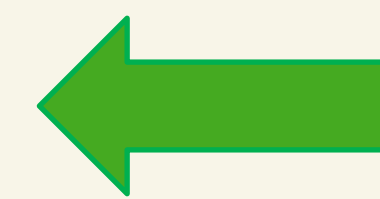
- new developments, fast change
- growing diversity
- ,build more bridges‘
- personality, authenticity, skills

Performance = Trust + Psychological Safety

feeling safe to take risks and be vulnerable



enabling people and teams to perform

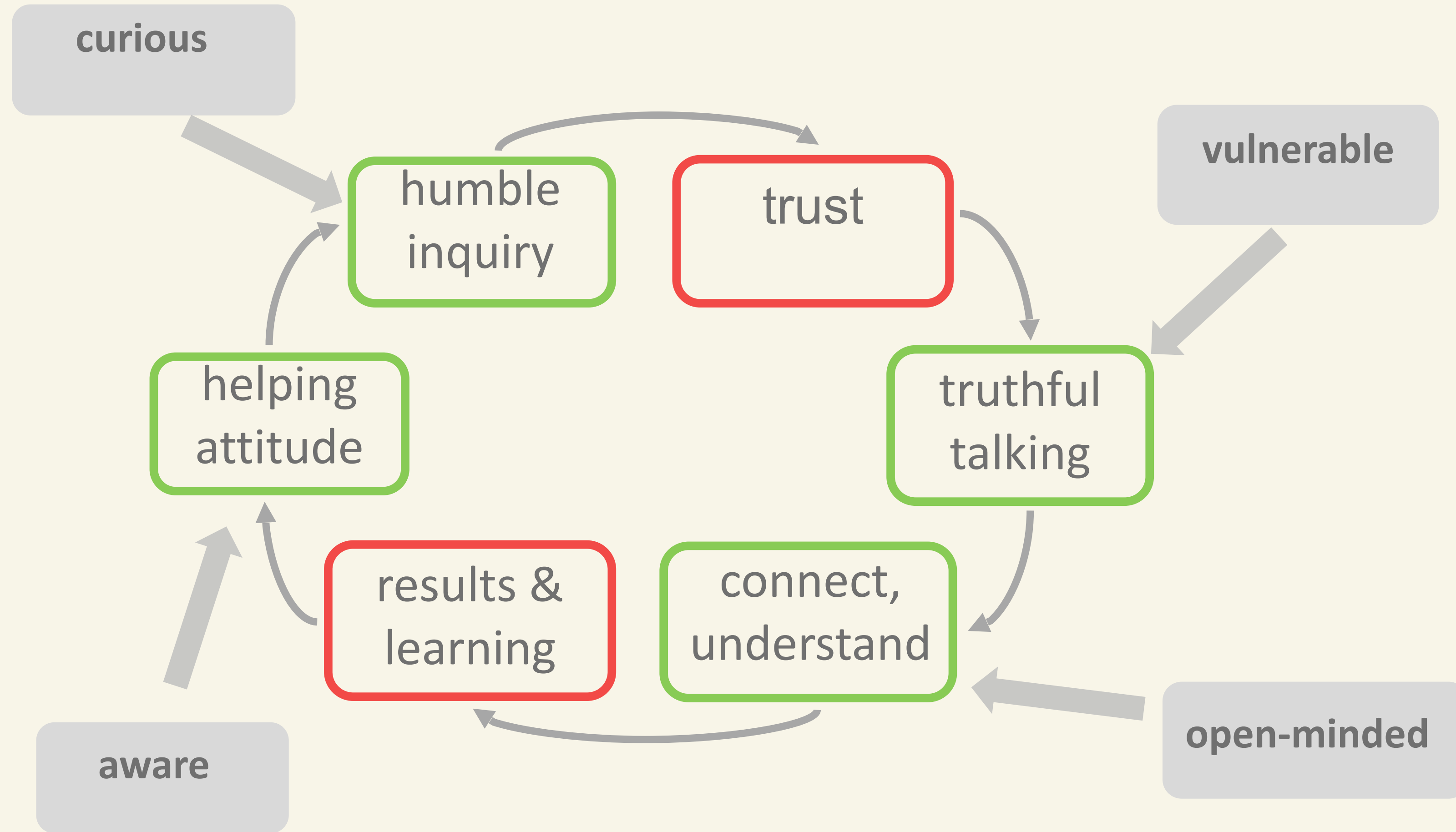


HOW?



The Trust Cycle

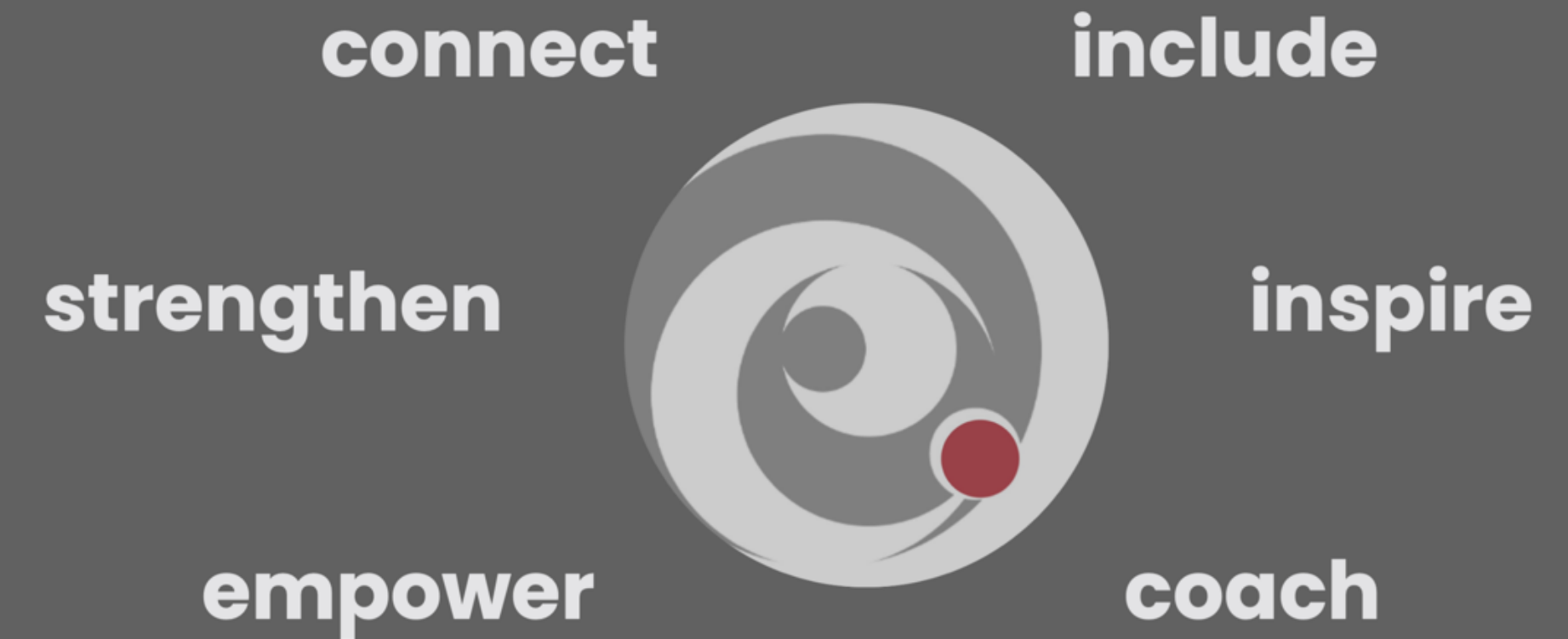
skills, actions, & results



WHAT?



Uncommon Leadership Program



BLENDED LEARNING CURRICULUM WITH DR. GERALD RENGER - EXECUTIVE LEADERSHIP COACH & TRAINER

effective leaders ...
building collaboration and
trust across continental
and **cultural boundaries**
and connecting people
who come from very
different parts of the world



effective leaders ...
inspire and collaborate
with people who are
much older / younger -
a new diversity, similar to
working with other
cultures



effective leaders ...

develop the team and its members by **coaching** helping them to live up to their potential building a culture of open learning, listening and truthful talking



effective leaders ...
enable highest
performance, pro-active
thinking empowering and
and leading through
people's deeper, **intrinsic**
motivators



effective leaders ...

lead from inner calm

and balance and

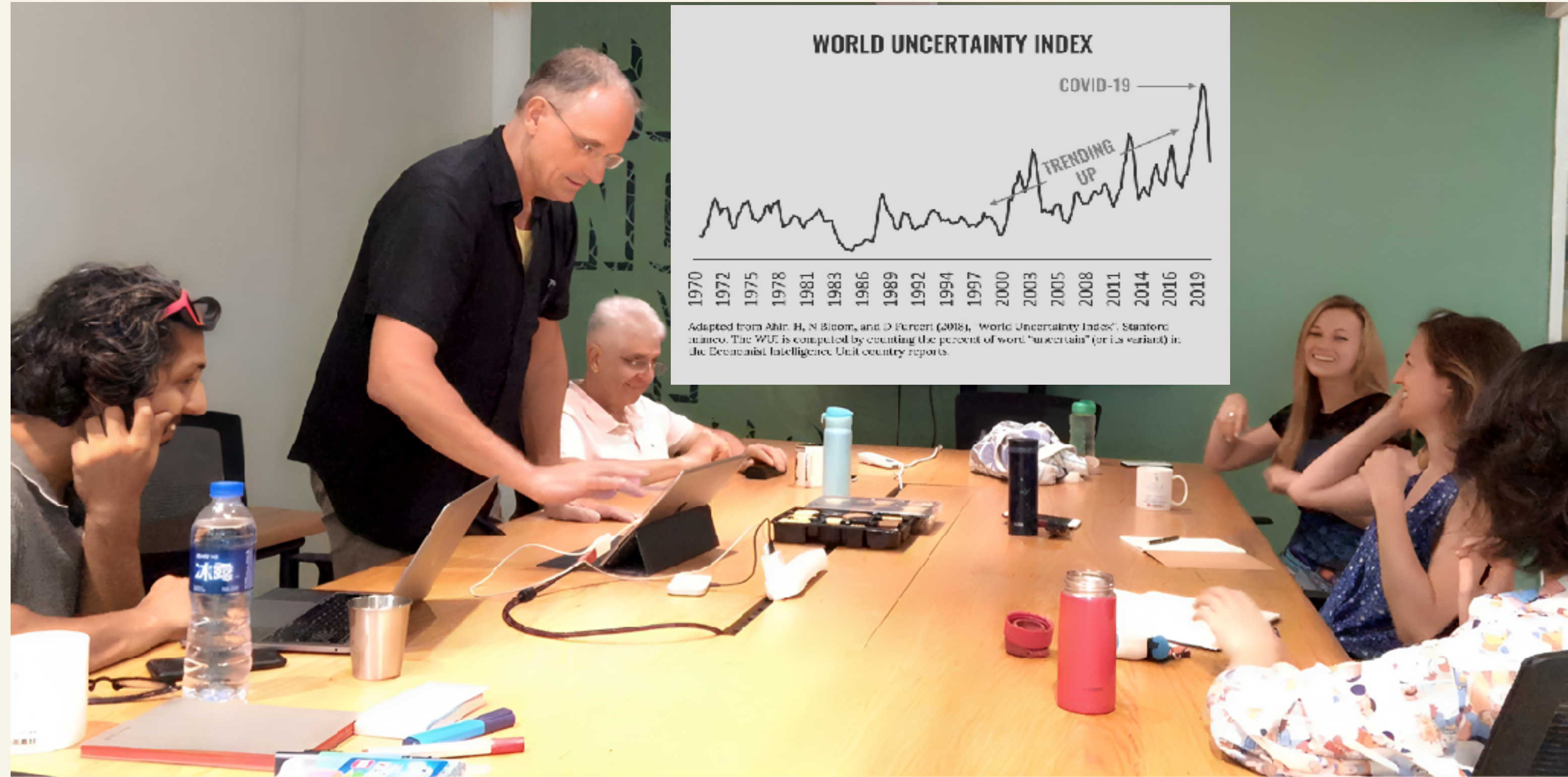
successfully

communicate in **crisis**

situations



effective leaders ...
lead and inspire teams to
manage fast change in a
volatile, uncertain,
complex, ambiguous
VUCA world



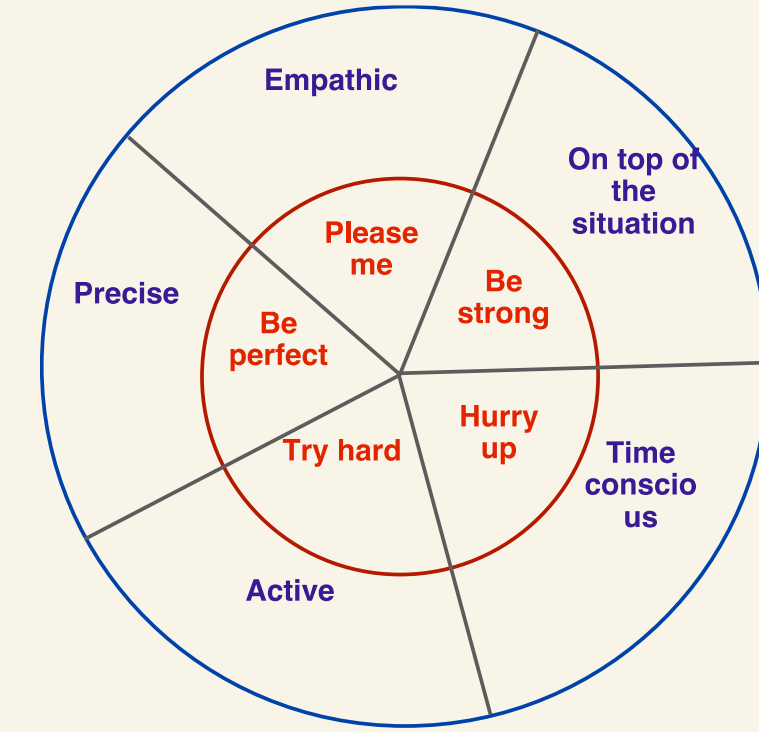
self-assessments & tools - examples



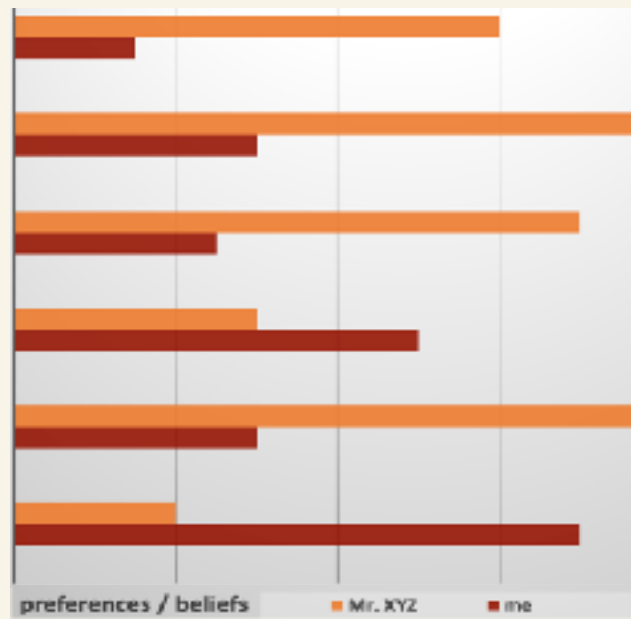
Professional Personality self-assessment and interview guide



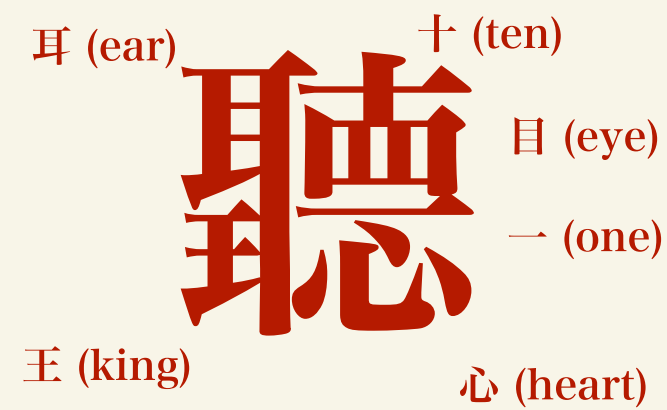
Coaching Tools and Processes



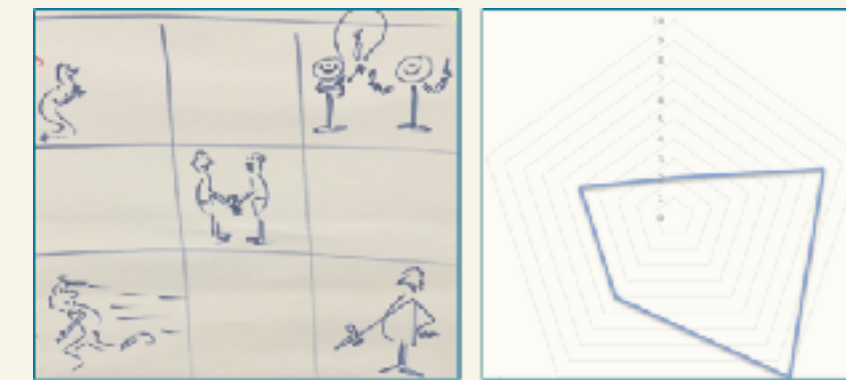
Psychological drivers self-assessment



Generation self-assessment and learning conversation guide



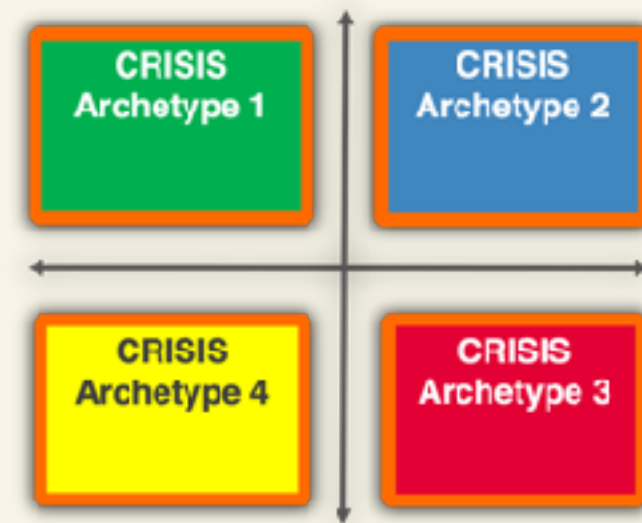
Active Listening Approaches and Tools



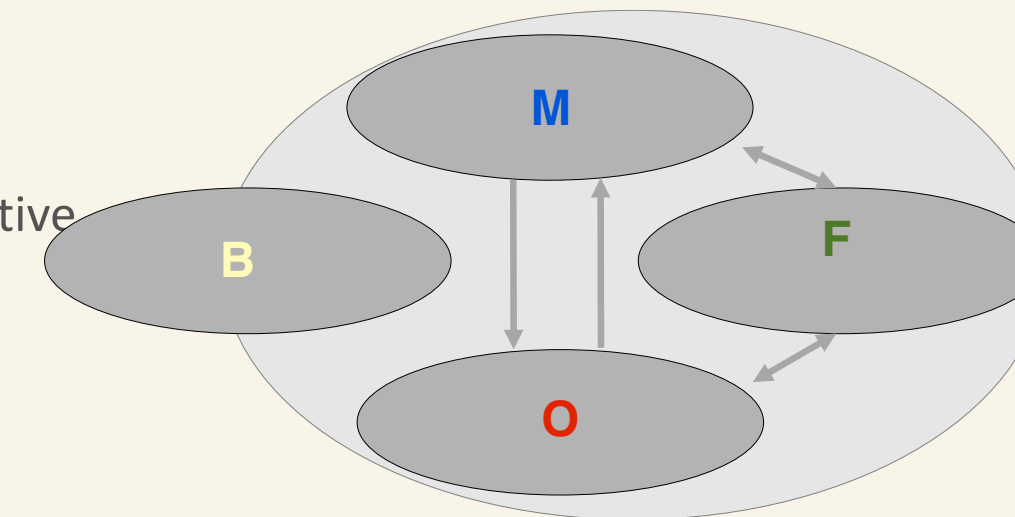
My conflict style self-assessment



self-assessment personal preferences vs Country Cultures



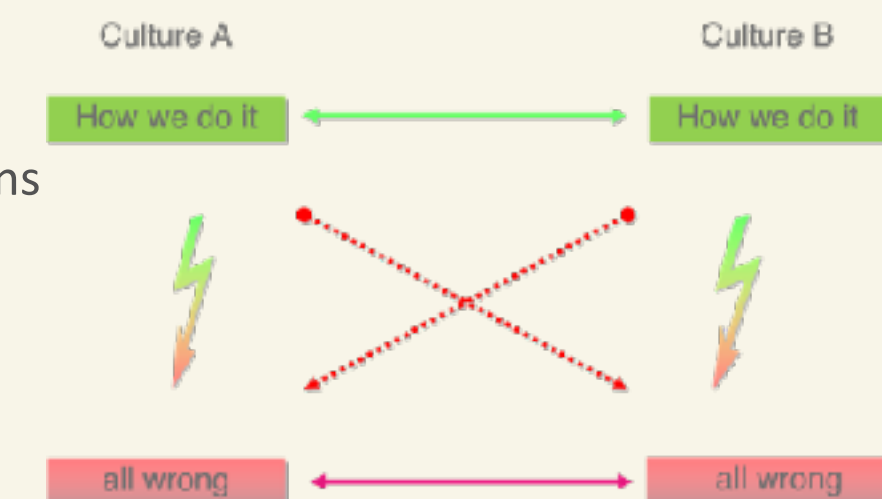
Crisis Archetype self assessment and alternative strategies



A universal communication model



shame-based defensive reactions self-assessment



The value square - dealing with different behaviors and values



Connecting and Performing Together

1) MOTIVATORS:

- know people perform at their best
- full power of your team
- practical tools / self-assessments
- find deeper motivators

2) GENERATIONS:

- solid knowledge about each other that you can identify with
- mutual understanding, trust
- mutual mentoring and collaboration
- Generations Map self-assessment
- speak up to anybody independent of age, position

3) CULTURES:

- awareness of cultural preferences
- communicate across cultures
- building a strong cross-cultural team
- self-assessment of personal preferences vs Country Cultures

4) COACHING:

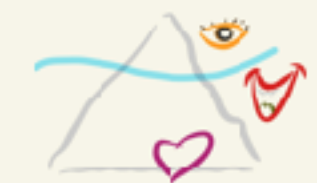
- building coaching relationships
- listening skills and coaching approach
- rapport, trust and psychological safety
- coaching processes and tools
- coaching peer groups

5) CRISIS LEADERSHIP:

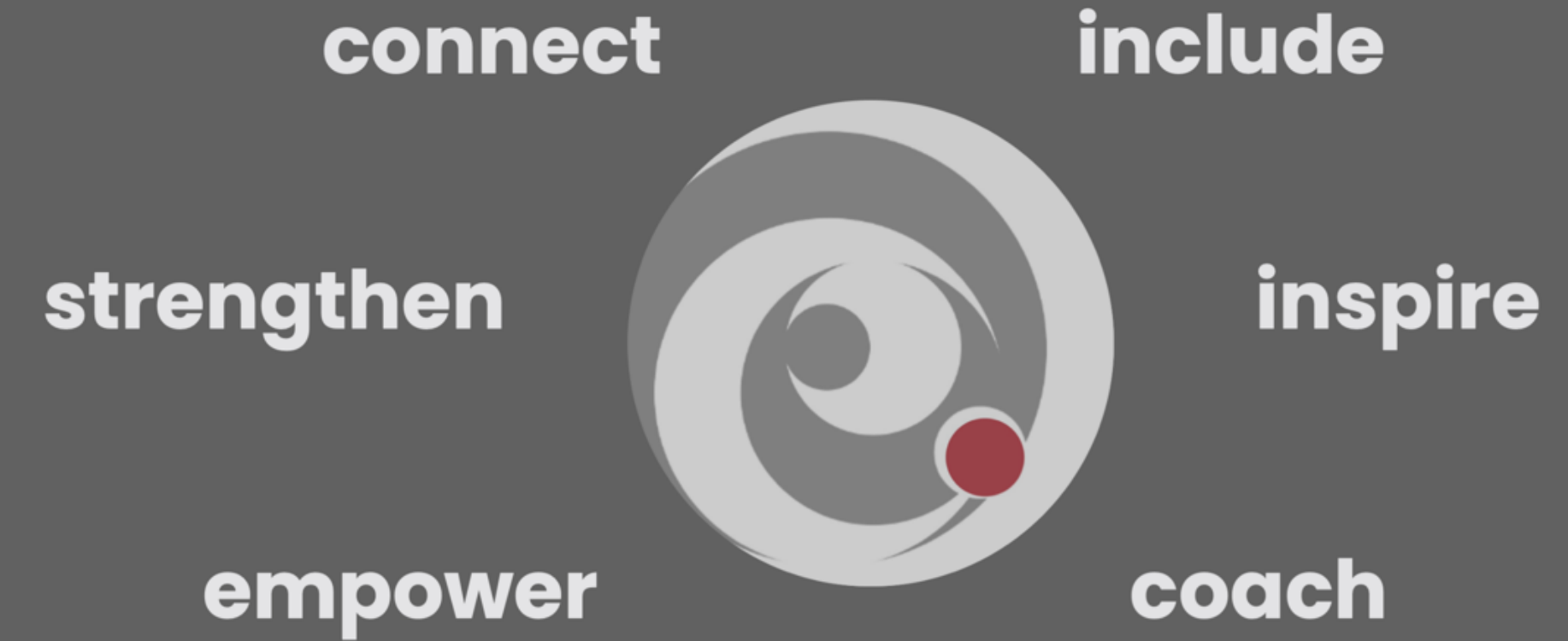
- communication in crisis
- people's reactions under pressure
- crisis archetype assessment
- conscious choices under stress
- crisis leadership skills
- psychological drivers

6) VUCA LEADERSHIP:

- go through VUCA situations consciously
- shame-based defensive reactions
- conflict behavior - self-assessment
- tricky moments in teams and organizations
- stay connected when trust is challenged



Uncommon Leadership Program

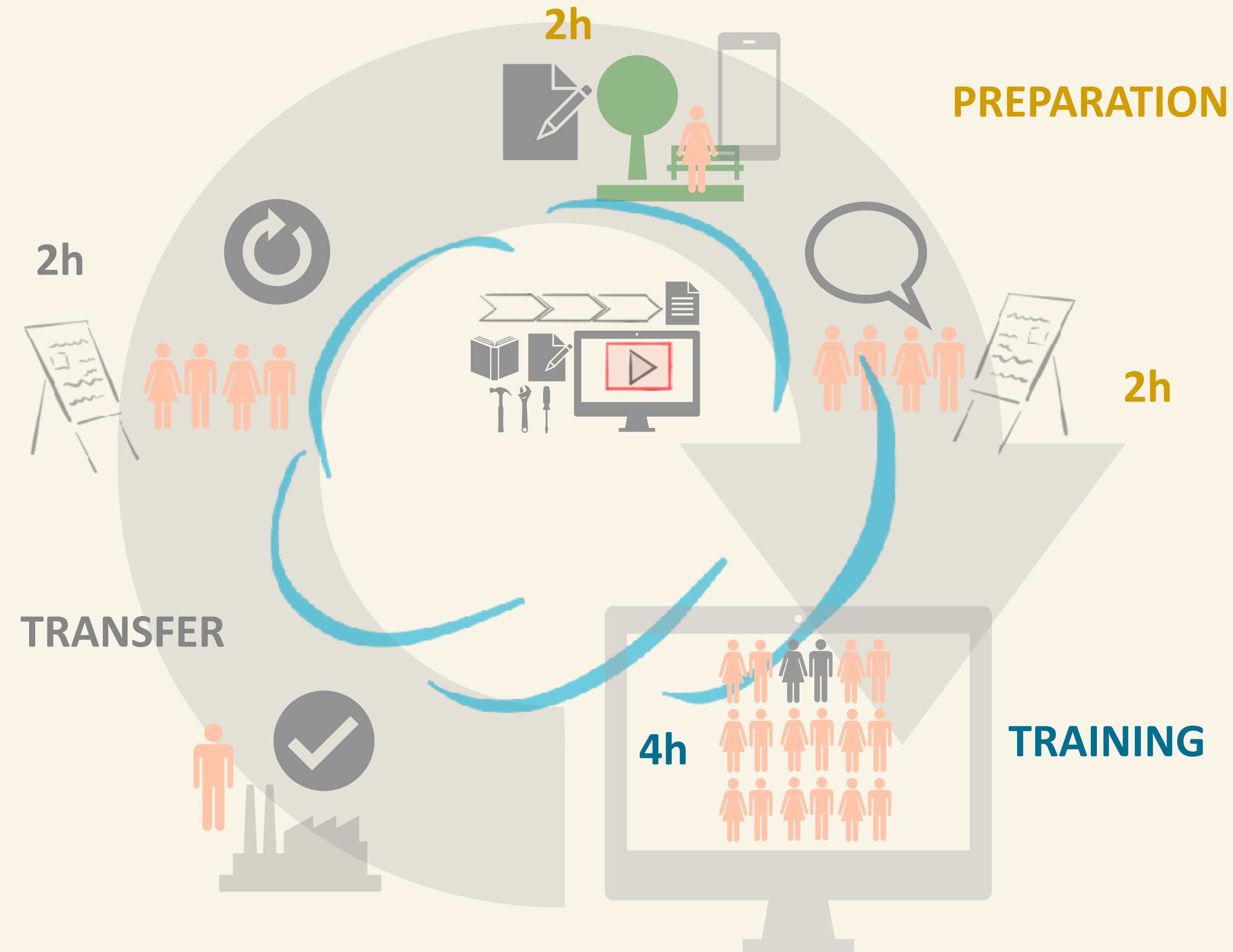


PROCESS STRUCTURE AND CURRICULUM

The Program Structure - How We Work



How We Learn



How to prepare for the training workshops

leadingculturechange.teachable.com

Uncommon Leadership Development Program

- Your Instructor and Coach(2:03) **PREVIEW**

Part 1: leading through intrinsic motivators

- Intrinsic Motivators: About this Course(2:33) **PREVIEW**
- 1 Intro and goals(6:32) **START**
- 2 motivating factors and a case study(8:49) **START**
- 3 motives and desires - an advanced assessment tool(1:53) **START**
- 4 conversations on motivation and team cohesion(2:32) **START**
- 5 personal style - self assessment(11:16) **START**
- 6 professional personality intro self-assessment task assignment(6:10) **START**
- 7 professional personality interview task assignment(6:13) **START**
- 8 intrinsic motivators - dimensions and examples(12:23) **START**
- 9 awareness of personal intrinsic motivators(2:44) **START**
- 10 transfer into leadership practice(3:52) **START**
- 11 Leading through intrinsic motivators All Slides **START**

Part 2: leading people that are a lot older or younger

- Generations: About this Course(1:15) **PREVIEW**
- 1 intro agenda and goals(11:54) **START**
- 2 becomeing aware of assumptions conclusions bias - exercise(13:16) **START**
- 3 the generation map - self-assessment tool assignment(9:47) **START**
- 3a a simple generations questionnaire V3 **START**



Blended Online Learning Process

- 3 w 6 x 0,5d + 3w

	PREPARATION (self)		WORKSHOP with trainer(s)	TRANSFER	PEER COACHING
1h KICK-OFF meeting	2h 	2h 	(online) 4h 		2h
Part 1			4h - Leading Through Intrinsic Motivators		
Part 2			4h - Leading Generational Diversity		
Part 3			4h - Leading and Working Across Cultures		reflect practice experiences
Part 4			4h - Leading, Coaching, Peer Coaching		
Part 5			4h - Crisis Leadership and Communication		
Part 6			4h - leadership in a VUCA world		



The Workshop Dates

We start with a Kick-off Workshop (1h)

- get to know the group and task assignments
- schedule workshop dates with trainer together on doodle (~ every 6 weeks)
- form peer groups and self-organize preparation meetings



UNCOMMON LEADERSHIP PROGRAM

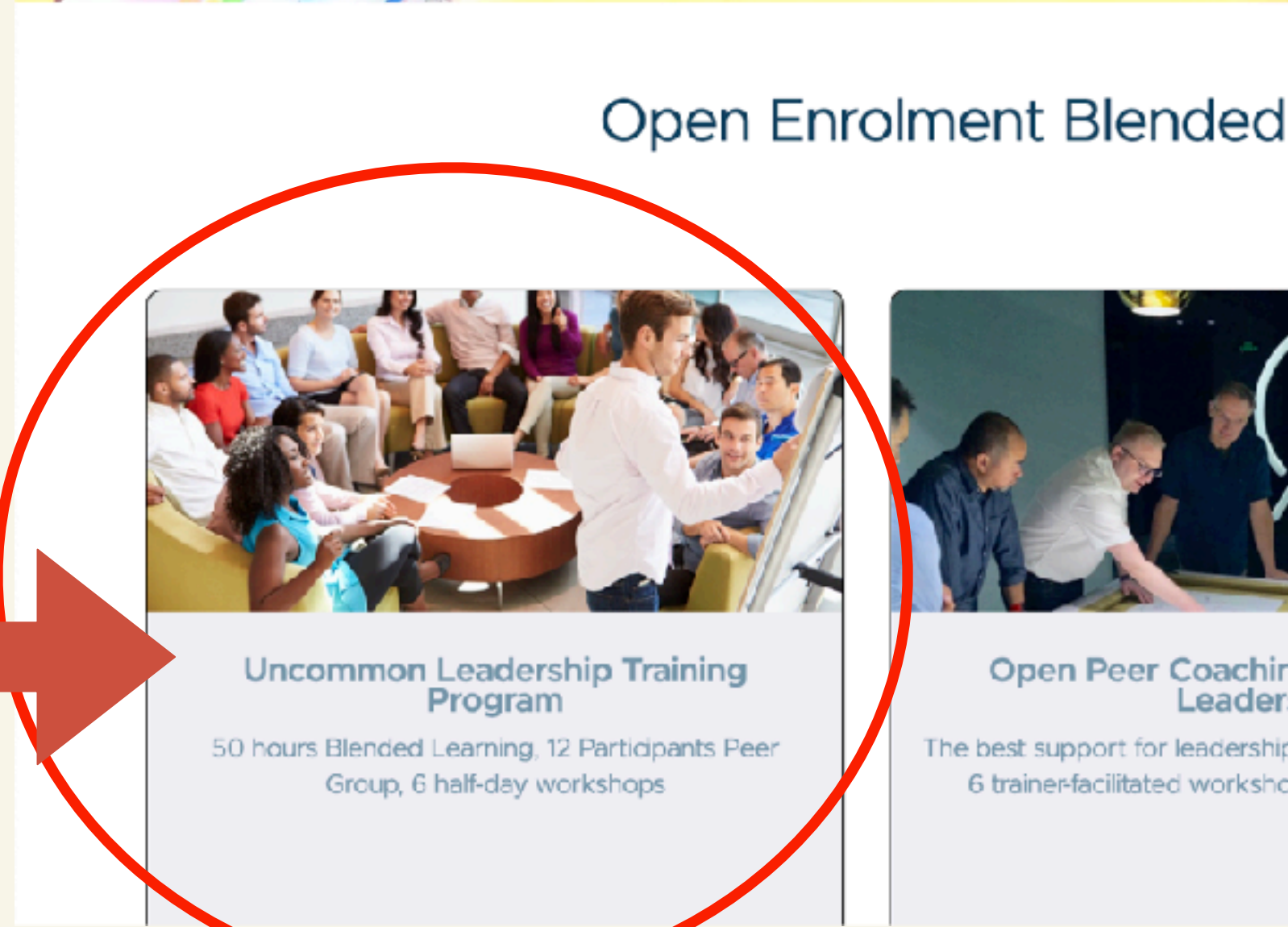
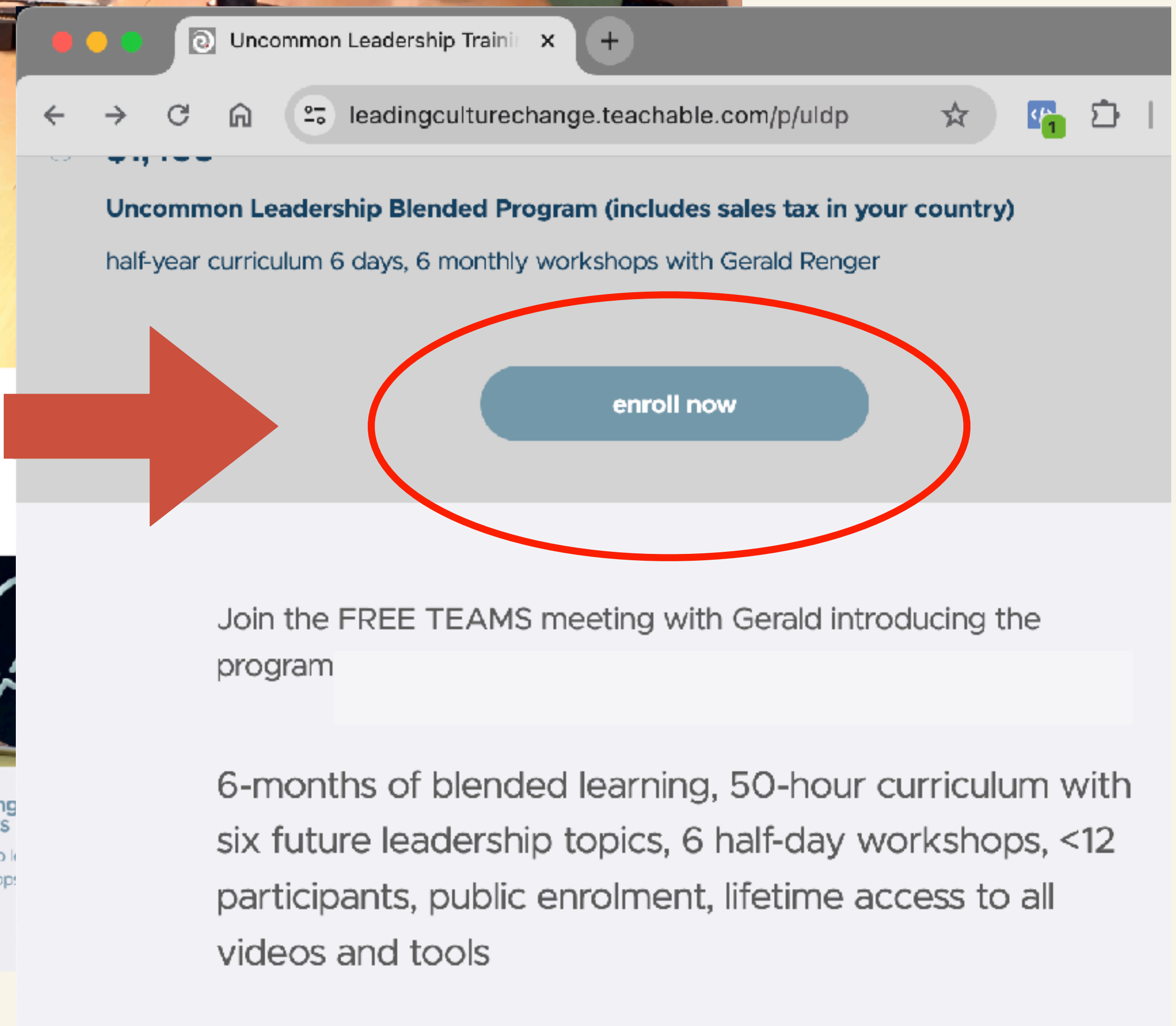
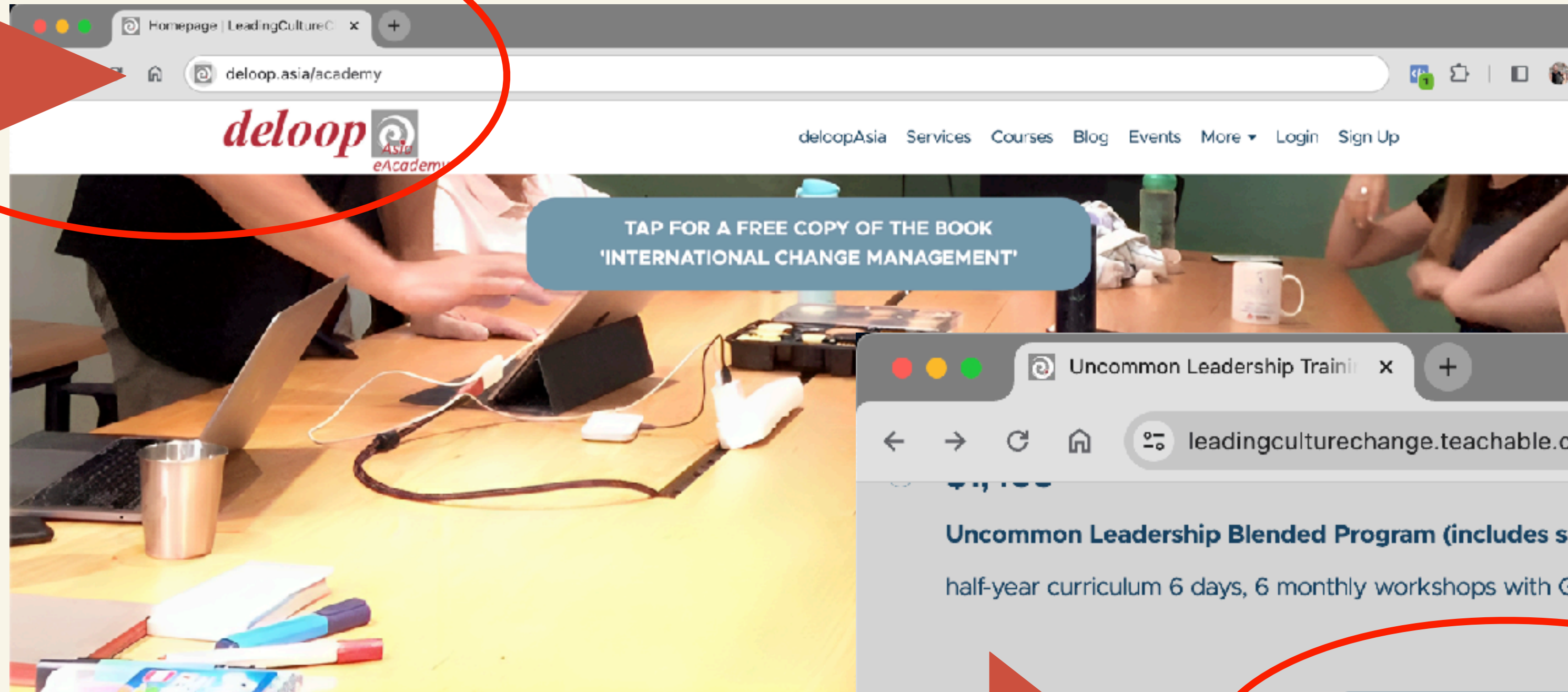
- How to access it and enrol?



The Program is open to public ENROLMENT: scan QR

or go to: deloop.asia/academy

- To implement as company internal training please contact info@deloop.asia



Uncommon Leadership Training Program
50 hours Blended Learning, 12 Participants Peer Group, 6 half-day workshops

Open Peer Coaching Leaders
The best support for leadership... 6 trainer-facilitated workshops

Join the FREE TEAMS meeting with Gerald introducing the program

6-months of blended learning, 50-hour curriculum with six future leadership topics, 6 half-day workshops, <12 participants, public enrolment, lifetime access to all videos and tools



Uncommon Leadership Program

with Gerald Renger

6-month curriculum, < 12 participants, public enrolment

- 50 hours of learning
- 6 facilitated half-day workshops
- lifetime cloud access to video instructions & tools
- connect with peers with diverse backgrounds





Contact:



deloop management consulting Ltd.

@: renger@deloop.asia

T : +86 156 18855400

//: www.deloop.asia



deloop Blended Training Experience - Participant Voices



Blended / F2F Trainings 2023

Alexander Daue · 1. 3 Wochen ...
 Focus on your business running smoothly | for maximum upti...
 Thank you for your valuable input across all sessions. It was a great start to an exciting journey.
[Übersetzung anzeigen](#)

Gefällt mir · 👍 2 | Antworten · 1 Antwort

Rene Schneider · 1. 3 Wochen ...
 Head of Business Partner Due Diligence, Senior Compliance-...
 Thank you Gerald!
[Übersetzung anzeigen](#)

Gefällt mir · 👍 1 | Antworten · 1 Antwort

Enrico Helwig · 2. 2 Wochen ...
 Team Lead Testing and Test Infrastructure Engine Manageme...
 Thank you **Alexander Rickert** and **Gerald Renger** also from my side. It was a great experience to be part of this great program. Also a big thank you to our group 🤔👍. It was a pleasure.
[Übersetzung anzeigen](#)

Gefällt mir · ❤️ 1 | Antworten · 1 Antwort

Gerald Renger **Autor:in** 2 Wochen ...
 Management Coach & Musician, singer-songwriter
 It was indeed Enrico, best success and wishes to you! Thank you.

Agnes Gage · 1. 3 Wochen ...
 Sr. Manager Supply Chain Management
 Thank you for everything!
[Übersetzung anzeigen](#)

Gefällt mir · 👍 2 | Antworten · 1 Antwort

Gerald Renger **Autor:in** 2 Wochen ...
 Management Coach & Musician, singer-songwriter
 Thank you Agnes, such a joy and pleasure learning with you. Best wishes and success to you :-)

Flurina Ambühl · 1. 3 Wochen ...
 Supporting the people in our corporate transformation
 Thank you **Gerald Renger** for being the ideal mix between a trainer, a coach, a role model and a wise man! I am very thankful that our paths crossed and I had the chance to learn from you.
 Thank you **Alexander Rickert** for being the perfect partner in crime to Gerald - your team work was a learning experience in itself! And thank you for your little nuggets of thought placed ever so lightly throughout each session... lots to quote you on. Never thought our paths would cross again - coincidence doesn't exist, I guess...
[Übersetzung anzeigen](#)

Gefällt mir · 👍 4 | Antworten · 2 Antworten

Gerbert van der Weijde (He/Him) · 1. 3 Wochen ...
 Head of Solution Sales at Rolls-Royce Sustainable Power Sol...
 Thanks so much **Gerald Renger** and **Alexander Rickert** for the great program you put together, and especially the group process you initiated and facilitated within our "batch".
[Übersetzung anzeigen](#)

Gefällt mir · 👍❤️ 3 | Antworten · 2 Antworten


Alexander Rickert · 1. 2 Wochen ...
 Gründer und Partner @ qoodos | Organisational Deve...
 Dear Gerbert,
 also from me a big THANK YOU!
 The development process that we were allowed to go through together is really nothing everyday.... from a very, very positive perspective. ... mehr anzeigen
[Übersetzung anzeigen](#)

Gefällt mir · 👍 2 | Antworten

Gerald Renger **Autor:in** 2 Wochen ...
 Management Coach & Musician, singer-songwriter
 Thank you Gerbert! What an exciting learning journey it has been, wishing you best success




Participant Voices - Self Paced Learning (2020 - 2023)

 **Marlon Castanares** about 2 months ago


I have gained valuable insights into various aspects of coaching, leadership, and peer coaching, which have illuminated effective strategies for working with groups or teams. These approaches involve encouraging individuals to express their inner thoughts and fostering a sense of connection and mutual trust to help them reach their full potential.

[LESS](#)

 **Merry Lovely Dela Cruz** 28 days ago


The talk helped me to realize that in a VUCA world, leadership is not about having all the answers but rather about being a guide, a facilitator, and a source of inspiration in navigating uncertainty and complexity. In order for us to be successful leaders, we must embrace change, learn from failures, and lead our organizations with agility and resilience.

[LESS](#)

 **Ilana Kleingeld** 14 days ago


Keep - I found the GROW model extremely interesting, and would definitely be able to use it in a practical way.
 Change - Explain the process of the course in a bit more detail
 Key Learnings - Listen, listen, listen
 Ensure the coachee trusts you
 Thank you for equipping me with additional skills

← Reply [Mark as new](#) [Link](#)


 **Haaris D. Saad** about 1 month ago

I'm speechless..!!!
 It's really a VUCA World..!


Leadership Masterclass at it's finest. I've promised myself to re-watch this sessions once a week for the next year...!

 **Vincent Okoth Akullo** 18 days ago


This was a fantastic and life changing training that would drive a leader to greater team cohesion and performance.

 **Romeo Layones** about 1 month ago


- 1) The examples provided on why trusting each other leads to a win-win situation in a VUCA world should be kept.
- 2) For improvement, more examples should be added.
- 3) I love the trust-building skills framework discussed. Listening without telling, as a skill, is something I need to start developing.

 **Peter Nyagah** about 1 month ago

Wonderful sessions, useful and easy to follow.
 If the presentation on the screen can be legible without zooming in on phone would be nice. Otherwise have enjoyed.

 **Victor Arokoyo** about 2 months ago

The course is quite revealing, I particularly like the trust process cycle and the skills needed. Thanks

 **Brian Mark Obiña** 3 months ago

I learned a lot by watching the discussion. It is indeed informative yet entertaining at the same time. Moreover, it is important for those individuals in my generation to learn this kind of important topics as it greatly affects one's perception about the world. The speaker inspired me to learn new things as it made me realize that learning is constant, so does the world and the things affiliated with it.

[LESS](#)



Blended online Training Format (2022/2023)

Mark Crotty, CEO Australia/NZ at Wagner Australia and team

- ‘skeptical at the start, and then got the most out of a short period of time’
- ‘easy to understand videos and cloud content - books wouldn’t have worked’
- ‘good balance between preparation, slides, less words, all well considered and balanced’
- ‘cloud content ALWAYS available’ - learn ANYTIME ANYWHERE 24/7



Blended Learning Training Format (2022/2023)

Collected feedbacks from four groups (110 managers) on the format:

- **more space** in the workshop = added value
- Self-organization in the group is an effort, but good and important, **self-orga = sustainable learning**
- Self-study + small group breakouts good for learning and the group. Mix of self- and group control is optimal
- **Videos = added value**, much clearer than slides, **well-selected stories** explain the topic better.
- **revisiting inputs** in the training good = more present, **intensive learning**
- heard the input more often and in small doses, **sticks better** with me
- important **topics are always present** (put your backpack down for now, it will come later...)
- knowledge input beforehand is great, because that's not what I come to the seminar for
- **thinking process and exchange with peers begins before the workshop** - you come prepared and reflected

