

Björn Winiger

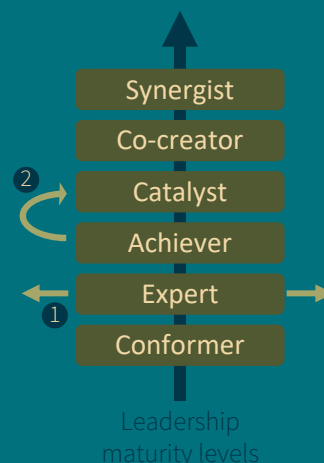
Leadership development
Team development
Executive coaching



The difference between vertical & horizontal development

Leaders operate from different levels of maturity that can be described and measured. Increasing maturity means increasing mental & emotional capacity and enables leaders to deal with higher levels of complexity and to have greater organisational impact.

- 1 **Horizontal development** focuses on learning new tools & techniques and results in becoming a bit more effective at the things we do. Most traditional development programmes take this approach. While this is often useful to some extent, it fails to deliver the leadership maturity to lead through today's complex challenges.
- 2 **Vertical development** means helping leaders to develop to higher levels of maturity. This means that they fundamentally transform how they lead, interact with others and what impact they have on the organisation. This is where our work focuses and why organisations choose to work with us.



Impact on your organisation

- Your leaders will create an organisation where people take ownership, focus on what really matters and who act with greater courage
- Leaders will be able to use their rational, emotional and intuitive sources in a more integrated way and will be able to connect with and engage others with stronger impact
- Teams will work together with more openness, trust and will be aligned around their purpose
- Your organisation will be able to navigate the complex challenges you are facing today and will transform into a modern, networked and connected eco-system that engages staff and clients alike

How vertical development works

The way we work is going deep into who we are, what drives us, where our blockers are that limit us and what we need to do to unlock what is keeping us from being the best leaders we can be.

We emphasise the importance to explore how we connect to ourselves, to others and to our purpose, values and strengths. We confront participants with deep experiences and fundamental questions like:

- What kind of leader do you want to be?
- When and how do you show up?
- What really drives you?
- What do you want to be remembered for?
- What is your true purpose?

Personal background

After completing two masters in business and international management at the University of St. Gallen, Switzerland, I spent about ten years in various business roles (project manager, business analyst, risk management, client advisor). I then realized that I'm much more interested in how people work together, how leaders shape an organisation and how we can unlock more of our potential to be able to do more of what really matters and feel better doing what we do. I was fortunate to be able to change to a development role and have spent 14 years in two large Swiss corporates designing & facilitating leadership development programmes, coaching & developing senior executive teams and coaching individual leaders. Formal trainings in organisational development and coaching were part of this journey. My style is explorative, experiential, warm, intuitive, connecting, deep as well as pragmatic. I work in English, German & Swedish.