

# NEXT GEN LEADERSHIP EXCELLENCE

TURN YOUR STRONGEST TALENTS INTO CONFIDENT LEADERS.

Next Gen Leadership Excellence is designed to develop the next generation of leaders you can rely on — with clear impact beyond the training room.

Your top talents benefit from a structured journey combining high-impact leadership content, practical application, direct trainer access, and a peer community strengthened by selected C-level guest speakers.



**REAL GROWTH**  
 NOT JUST A SEMINAR HIGH

**A journey that builds habits:**  
 Instead of one-off inspiration, participants develop over time, practise in between, and build real leadership confidence through repeated application.



**LEADERSHIP IN ACTION**  
 NOT JUST THEORY

**Built around real challenges:**  
 From difficult conversations to performance management — everything is hands-on, interactive, & designed for immediate transfer into daily leadership.



**A LEADERSHIP NETWORK**  
 NOT JUST A COURSE

**Creating Lasting Connections:**  
 Participants grow through exchange with ambitious peers and experienced leaders — building confidence, perspective, and long-term network value.

**4**  
 IN-PERSON SESSIONS  
 (6.5H EACH)

**3**  
 VIRTUAL COACHING  
 SESSIONS (2H EACH)

**2**  
 C-LEVEL GUEST  
 SPEAKER

**1**  
 COMMUNITY - TEAM  
 BUILDING EVENT

# THE CORE FOCUS AREAS

## THE LEADERSHIP SHIFT

(Sessions 1-2)

- **FROM EXPERT TO LEADER**  
(mindset shift, leadership styles, self-leadership)
- **BEHAVIOR & TEAM DYNAMICS**  
(DiSC, communication, conflict, team awareness)
- **UNLOCKING MOTIVATION**  
(intrinsic vs. extrinsic, motivation models)
- **DRIVING PERFORMANCE**  
(goals, KPIs, feedback, managing performance)

## THE PERFORMANCE EDGE

(Sessions 3-4)

- **COACHING TOOLS FOR LEADERS**  
(GROW, questions, development talks)
- **INFLUENCE & EXECUTIVE PRESENCE**  
(framing, storytelling, stakeholders)
- **BUILDING HIGH-PERFORMANCE TEAMS**  
(trust, culture, conflict management)
- **AUTHENTIC LEADERSHIP STYLE**  
(values, strengths, blind spots)

The mix of on-site training, virtual coaching, and structured reflection ensures leadership tools translate directly into daily decisions — not just good intentions.

Participants benefit from direct trainer access, a strong peer network with community moments, drinks & snacks, and 2-3 C-level guest perspectives.

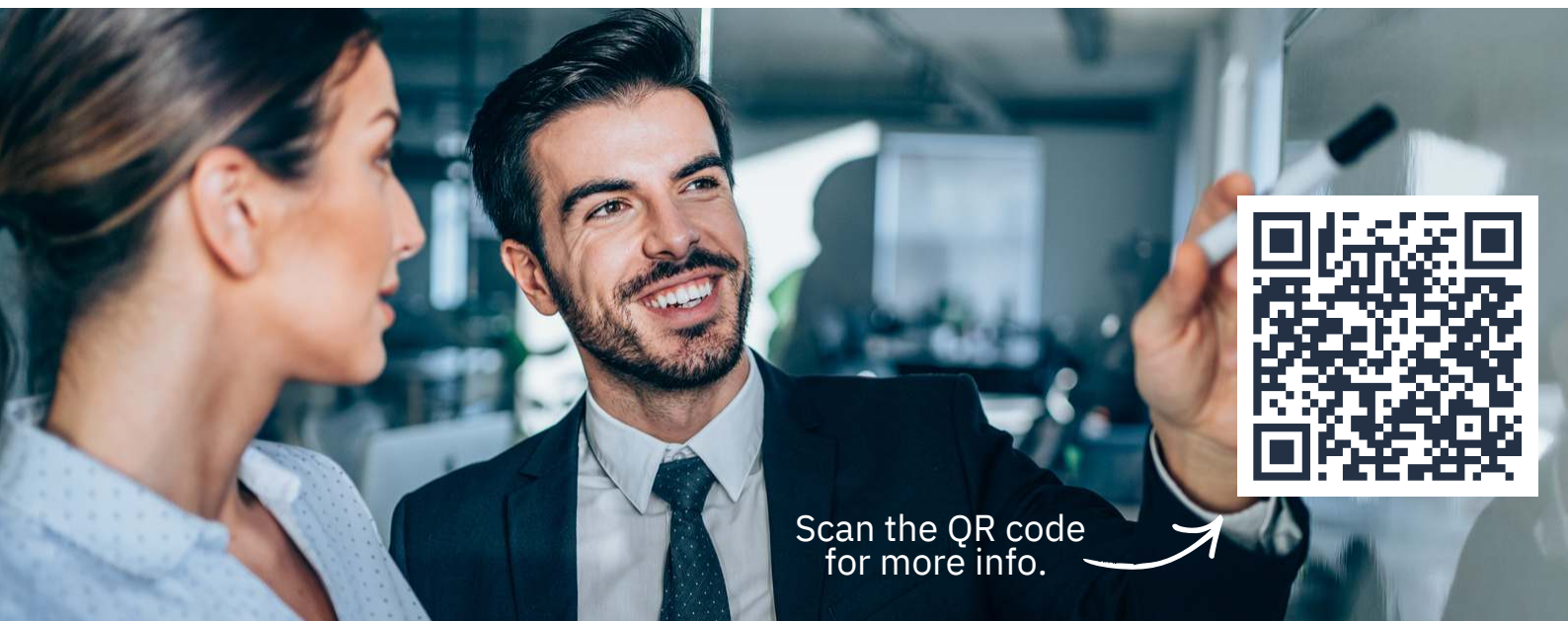
The program concludes with an official Next Gen Leadership Excellence certificate from the Vienna Institute for Leadership & Sales.


## NEXT PROGRAM PERIODS

- May – August 2026 (fully booked)
- September – December 2026
- January – April 2027

## PROGRAM FEE

€1,980 per participant (excl. VAT)



Scan the QR code  
for more info. 



## **YOUR TRAINER**

**Mag. Ronald Schuster MBA**  
Managing Director  
CPM Group GmbH

## **YOUR UNIQUE BENEFITS**

- **4 MONTHS OF INTENSIVE SUPPORT & LEADERSHIP COACHING**  
(continuous guidance, real-world application, measurable growth)
- **TRAINER WITH UNMATCHED EXPERIENCE**  
(25+ years as a trainer and 10+ years in top executive roles, including CCO experience and top management positions in global companies up to €17B revenue)
- **EXCLUSIVE GUEST SPEAKERS FROM TOP-TIER COMPANIES**  
(exclusive insights and exchange with leaders at the highest level)
- **POWERFUL PEER GROUP THAT LASTS BEYOND THE PROGRAM**  
(strong network, shared experiences, long-term connections that matter)
- **PREMIUM EXPERIENCE INCLUDED**  
(snacks, drinks, curated networking sessions, and optional hotel booking)

# PROGRAM SCHEDULE

<b>May – August 2026</b>	<b>FULLY BOOKED</b>	
<b>September – December 2026</b>	<b>Tuesday - German</b>	<b>Thursday - English</b>
On-site Session 09:30 – 17:30 *	Sep 22, 2026	Sep 24, 2026
Virtual Check-in 15:00 – 17:00	Oct 6, 2026	Oct 8, 2026
On-site Session 09:30 – 17:30	Oct 20, 2026	Oct 22, 2026
Virtual Check-in 15:00 – 17:00	Nov 10, 2026	Nov 12, 2026
On-site Session 09:30 – 17:30	Nov 24, 2026	Nov 26, 2026
Virtual Check-in 15:00 – 17:00	Dec 01, 2026	Dec 03, 2026
On-site Session 09:30 – 17:30	Dec 15, 2026	Dec 17, 2026
<b>January – April 2027</b>	<b>DATES TO BE ANNOUNCED</b>	

The first on-site session is followed by an evening team-building event. \*

## C-LEVEL PERSPECTIVES

The program includes sessions with C-level executives. Below is a selection of leaders who represent potential guest speakers for the next cohort.



**Jacqueline Wild**  
 Vice President and  
 Managing Director



**Thomas Kratochwill**  
 Chief Sales Officer (CSO)  
 and Deputy CEO



**Elisabeth Geyer-Schall**  
 Division Leader Group Core  
 IT, Data & Platforms

# NEXT GEN LEADERSHIP EXCELLENCE PROGRAM CURRICULUM

## LEADERSHIP I: THE LEADERSHIP SHIFT FROM HIGH PERFORMER TO TRUE LEADER

### MAKING THE TRANSITION FROM EXPERT TO LEADER

- From individual contributor to leadership mindset
- Manager vs. leader: understanding the difference that drives impact
- Responsibility vs. likability: leading with clarity and courage
- Navigating and applying leadership styles effectively
- Self-leadership & energy management for sustainable performance
- Circle of Influence vs. Circle of Concern: focus where it matters

### UNDERSTANDING IMPACT – LEADING PEOPLE THE WAY THEY NEED TO BE LED

- Introduction to the DiSC model
- Gaining clarity on your own behavioral profile
- Communicating effectively across different personality types
- Resolving conflict rooted in behavioral differences
- Making team dynamics visible and actionable

### UNLOCKING MOTIVATION – BEYOND SETTING TARGETS

- Intrinsic vs. extrinsic motivation
- Self-Determination Theory in practice
- Herzberg's Two-Factor Model
- Expectancy-Valence Theory
- Activating motivation in day-to-day leadership

### DRIVING PERFORMANCE WITH A CLEAR FOCUS ON RESULTS

- Designing effective goal-setting systems
- Understanding KPI logic and what truly drives performance
- Building a high-impact feedback culture
- Managing low performance with clarity and accountability
- Balancing consequence and coaching

## LEADERSHIP II: THE PERFORMANCE EDGE DRIVING DEVELOPMENT, INFLUENCE, AND HIGH PERFORMANCE

### ACTIVELY DEVELOPING PEOPLE – COACHING INSTEAD OF TELLING

- Coaching vs. leadership vs. mentoring: knowing when to use what
- The GROW model as a practical framework
- Powerful questioning techniques
- Mastering active listening
- Leading impactful development conversations

### BUILDING INFLUENCE – WITHOUT RELYING ON FORMAL AUTHORITY

- The psychology of influence
- 10 proven influencing techniques
- Authority vs. presence: what truly creates impact
- Framing & storytelling as leadership tools
- Strategic stakeholder mapping

### BUILDING HIGH-PERFORMANCE TEAMS THAT DELIVER

- Understanding team maturity levels
- Creating psychological safety as a performance driver
- Advanced conflict management
- Establishing a true performance culture

### CRAFTING YOUR AUTHENTIC LEADERSHIP STYLE

- Identifying and aligning with your core values
- Understanding biographical influences on your leadership
- Using your DiSC profile as a behavioral anchor
- Managing personal energy and stress patterns
- The shadow side: where your strengths can become liabilities

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