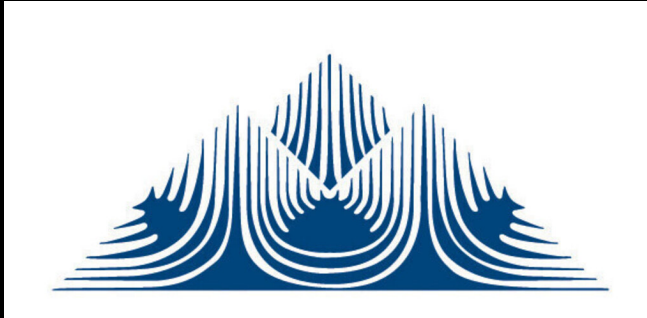


Beyond Leadership



HOTEL EDEN ROC
ASCONA

8. April 2021



Matthias Mölleney

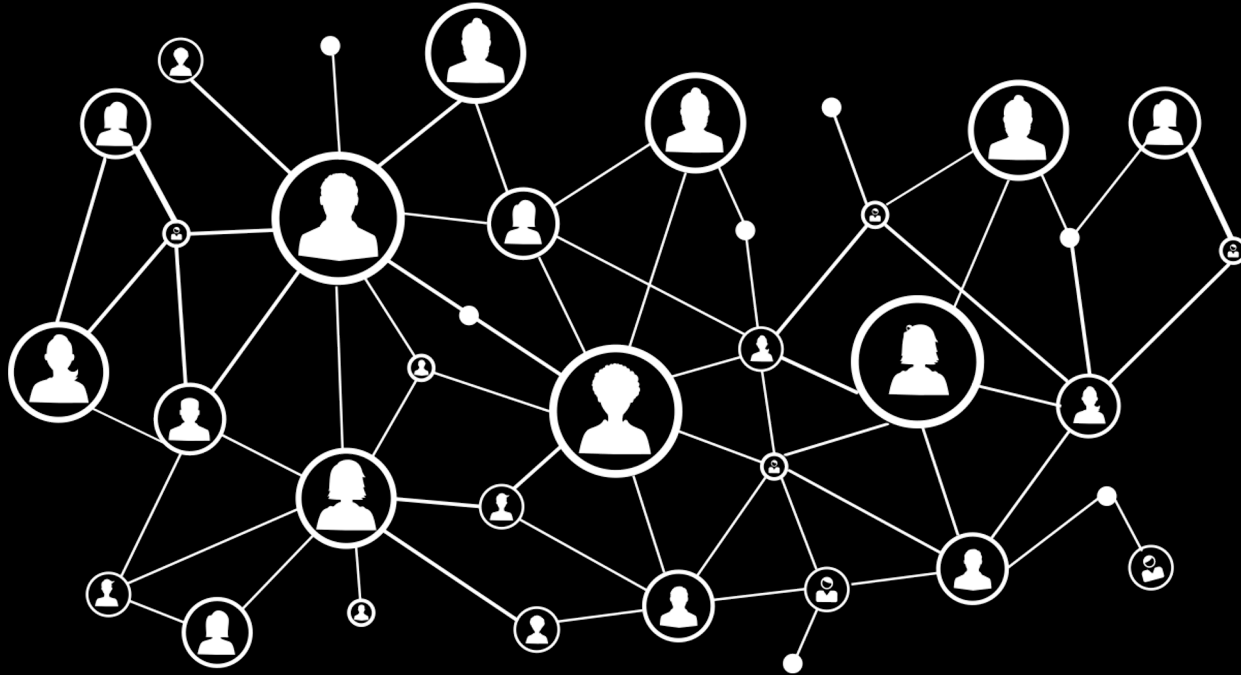
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THE PROBLEM



THE SOLUTION?



Future of Work

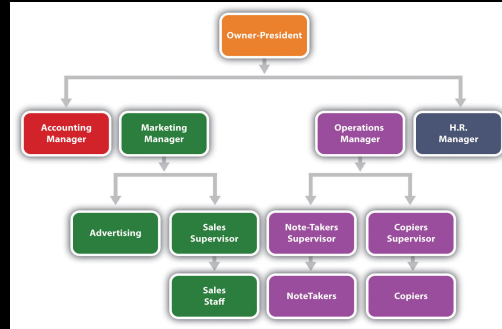


How is your network connected?

Technical



Structural



Social



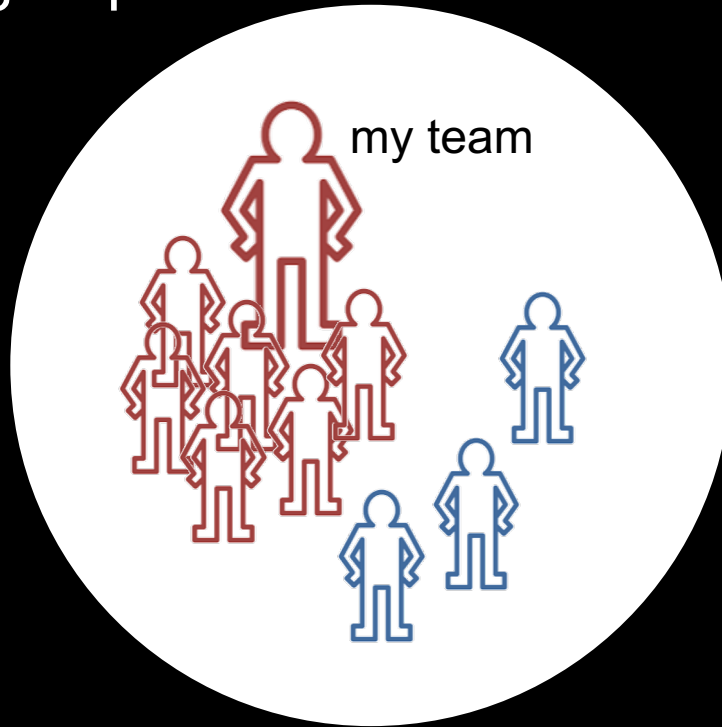
The most important success factor

TRUST

What is my prerequisite for trust?


Is it because of sympathy, affection ?

If trust is based on sympathy and affection,
you will see subgroups



The best basis for trust within teams

We trust each other,
because



we know
each other
very well

Influence on Team Performance



1. Psychological Safety



2. Dependability



3. Structure and Clarity



4. Meaning



5. Impact



Psychological Safety

«PS means a shared belief that the team is safe for interpersonal risk taking.»

Amy Edmondson, Harvard Business School, 1999



Respect

A feeling of deep admiration for someone elicited by his/her abilities, qualities, or achievements.



Trust

Firm and unconditioned belief in the reliability, truth, or ability of someone.



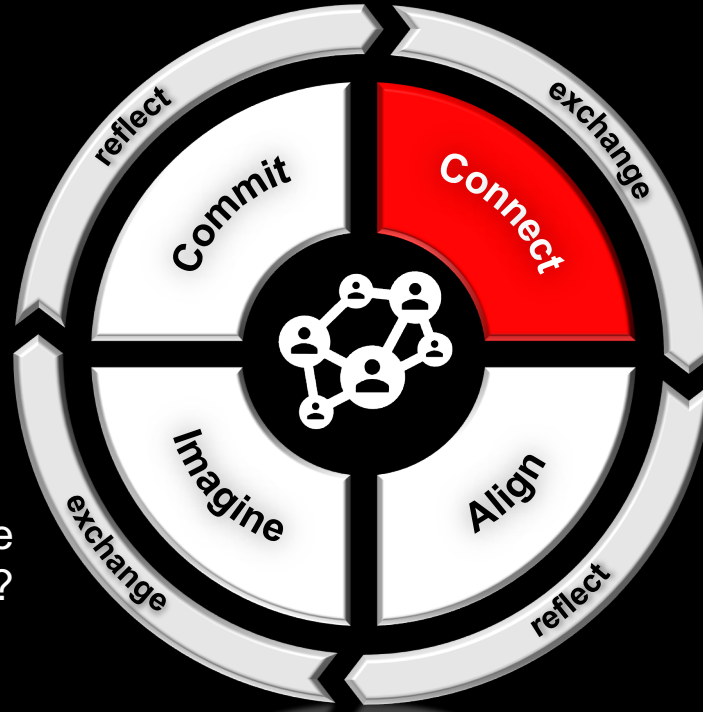
Appreciation

Recognition and enjoyment of the good (measurable) qualities of someone.

Beyond Leadership Activation Workflow

What shall I do concretely to make it happen?

What is the ideal solution for...?



Who are you and why are you here?

Who are we and what do we have in common?





TRANSA

TRAVEL & OUTDOOR

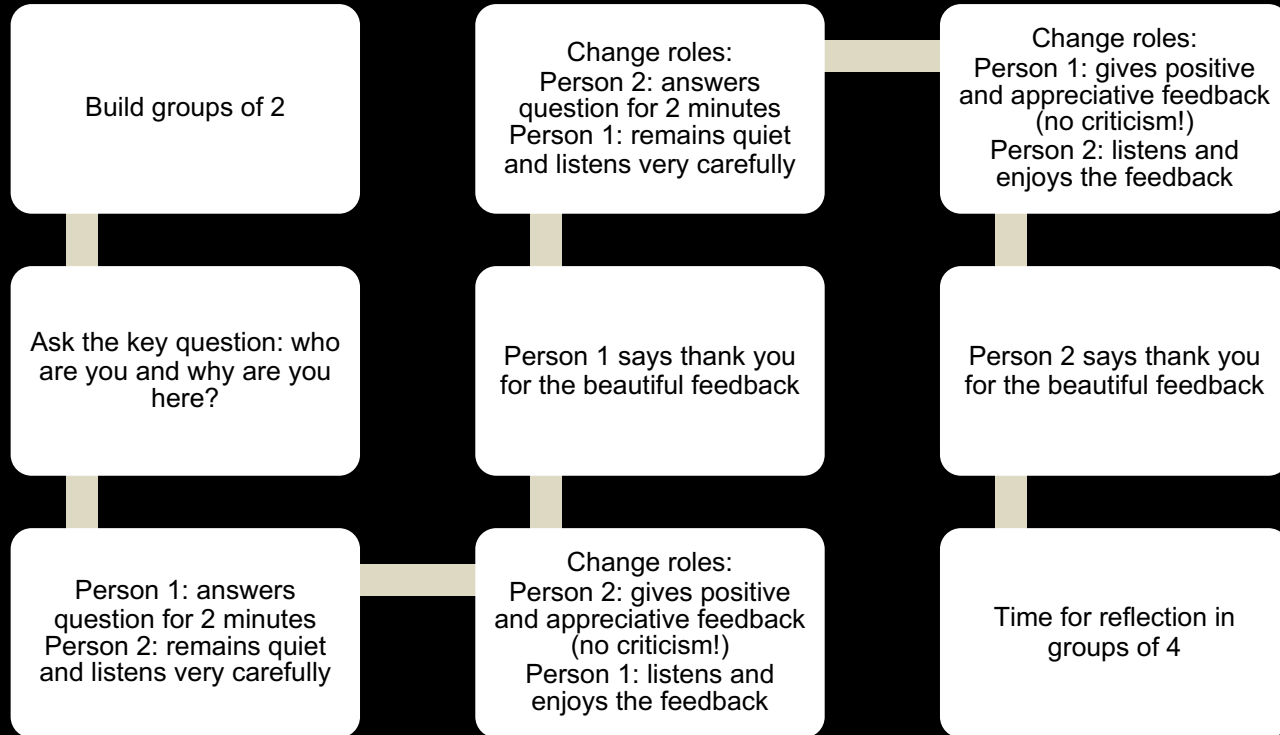


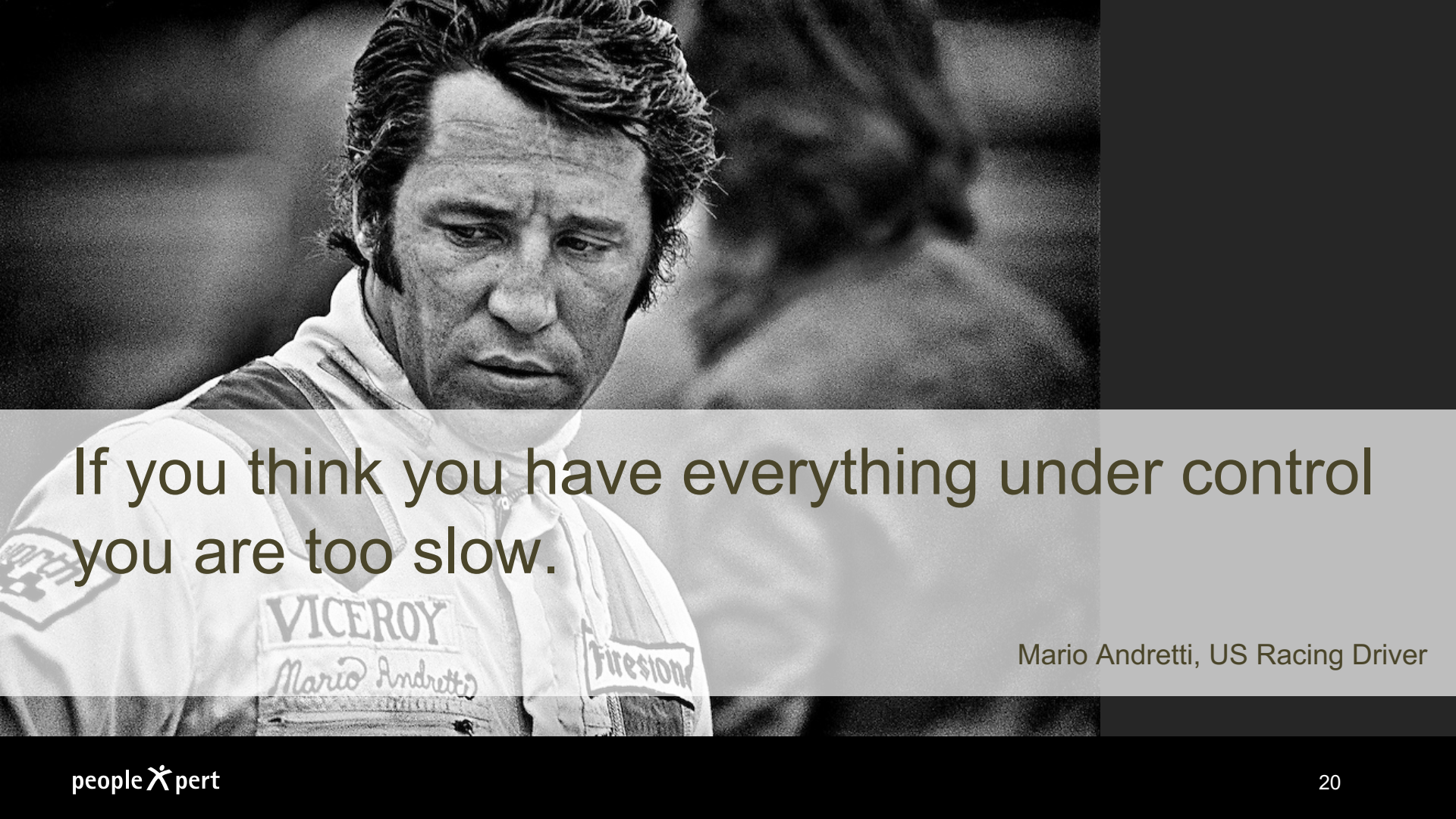






Beyond Leadership: Who are you and why are you here?





If you think you have everything under control
you are too slow.

Mario Andretti, US Racing Driver