



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.

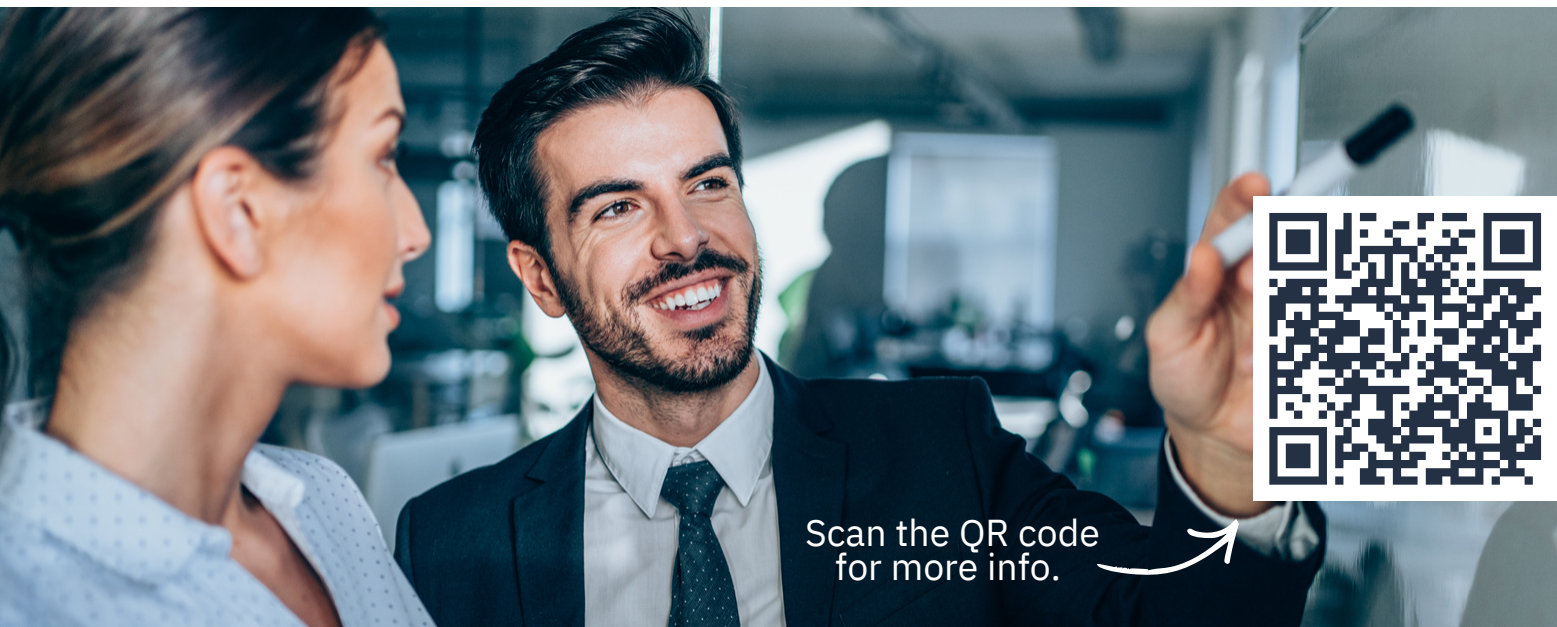
The program concludes with an official Next Gen Leadership Excellence certificate from the Vienna Institute for Leadership & Sales.

NEXT PROGRAM PERIODS

- September – December 2026
- November – February 2027
- 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

May – August 2026	FULLY BOOKED
September – December 2026	FULLY BOOKED
November – February 2027 *	DATES TO BE ANNOUNCED
January – April 2027	DATES TO BE ANNOUNCED

By Popular Demand – Extra Cohort *

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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