

New

Full Digital

To Lead or Not to Lead? - Gaining Clarity for Your Next Career Decision

Seminar for High Potentials and Emerging Leaders

 Live Online Training



2 Tage (14 Stunden)

Inhouse-Paket : Auf Anfrage

Nr.: 17714

Taking on a leadership role is one of the most significant career decisions professionals make. At the same time, it comes with high expectations, new responsibilities, and one essential question:

Do I really want to lead?

This seminar helps you make a well-informed and thoughtful decision. You will reflect on your motivation, values, and strengths while developing a clear understanding of what effective leadership means in today's organizations.

You will gain realistic insights into the day-to-day realities of leadership, assess your personal suitability for a leadership role, and explore alternative career paths. The seminar enables you to identify the conditions under which leadership is the right choice for you.

As a result, you will build a solid foundation for your next career decision - **whether that means pursuing a leadership position or consciously choosing a different career path.**

After completing this seminar, you will:

- make a clear and well-founded decision about whether to pursue a leadership role
- understand the responsibilities and expectations of modern leadership
- reflect on your personal strengths, values, and motivations
- gain realistic insights into the daily realities of leadership
- identify suitable career paths with and without people management responsibilities
- develop a clear vision of your next professional development steps
- strengthen the fundamental competencies required for effective leadership

Wer sollte teilnehmen:

Zielgruppe

This seminar is designed for high potentials, emerging professionals, and specialists who:

- are considering taking on their first leadership role
- want to actively shape their career development
- wish to determine whether leadership is the right fit for them

Voraussetzungen

No prior leadership experience is required. This seminar is designed for professionals, high potentials, and emerging talent who are considering their next career step and are willing to reflect on their motivations, strengths, and career aspirations. Participants should be prepared to actively engage in discussions, self-reflection, and practical exercises.

Clarifying Your Professional Identity and Career Perspective

- Reflect on your personal motivation, values, and career goals
- Analyze your strengths and development potential
- Explore key career options

Leadership Reality Check

- Expectations and requirements of modern leaders
- Realistic insights into everyday leadership
- Typical challenges and areas of tension
- Specialist and leadership careers as equally valuable career paths

Foundations of Effective Leadership

- What defines good and effective leadership?
- Overview of key leadership approaches and leadership styles
- Understanding your impact and role as a (future) leader
- Delegation and empowerment as core leadership responsibilities
- Understanding and shaping team dynamics

Challenges in Everyday Leadership

- Managing time pressure and conflicting expectations
- Leading in the "sandwich position" between senior management and employees
- Recognizing and resolving conflicts constructively
- Conducting difficult conversations with confidence
- Leading consciously and reflectively

Designing Your Personal Development Strategy

- Developing your personal perspective on leadership
- Answering the key question: Leadership—yes or no?
- Reflecting on your role and defining your next career steps
- Preparing for development and career discussions



Schulungsmethode

The seminar combines structured self-reflection with practical application. Short expert inputs, peer discussions, and hands-on transfer exercises ensure that participants can apply what they have learned directly to their own career decisions.

Hinweis

Unlike traditional leadership development programs, this seminar begins before participants step into a leadership role. It focuses on one of the most important questions in today's careers:

Is leadership the right next step for me?

You will develop a well-founded basis for your decision and gain the confidence to shape your career in a way that aligns with your strengths, values, and ambitions.

Häufig gestellte Fragen (FAQ)

Who is this seminar particularly suitable for?

This seminar is designed for high potentials, emerging professionals, and specialists who are considering whether a leadership position is the right next step in their career. It supports participants in making this decision consciously and based on their individual strengths, values, and career goals—regardless of whether the outcome leads toward a leadership or specialist career.

What tangible benefits will I gain from participating?

You will gain clarity about whether leadership is the right fit for you, develop a realistic understanding of modern leadership, and reflect on your personal motivations and strengths. This enables you to define a clear direction for your professional future and confidently choose either a leadership or specialist career.

Why should I attend this seminar before accepting a leadership position?

Many professionals view leadership as the natural next step in their career without fully understanding its demands or considering alternative career options. This seminar provides a practical reality check, highlights both the opportunities and challenges of leadership, and presents specialist and leadership careers as equally valuable development paths. As a result, you can make your decision with greater confidence, self-awareness, and long-term satisfaction.

What if I decide not to pursue a leadership role?

You will still benefit significantly. The seminar helps you gain clarity about your professional direction, recognize your strengths and development opportunities, and shape your career more intentionally. In many organizations, a specialist career is now an equally attractive and respected career path. This seminar empowers you to choose that path with the same confidence as a leadership career.

Become a Leader or Not? Make Your Career Decision with Confidence

Discover whether leadership is truly the right fit for you. Compare leadership and specialist career paths, gain realistic insights into the demands of leadership, and make a well-informed decision about your professional future.