

# ERFOLGSGESCHICHTE FÜHRUNGSKRÄFTE ENTWICKLUNG AIRBUS DEFENCE ZUGSPITZE



45 SUPPLY CHAIN MANAGER, 6 NATIONEN , TOP OF EUROPE EXPEDITION



Auch von meiner Seite nochmals herzlichen Dank für die äußerst professionelle Betreuung, als auch das direkte Feedback in unserer COL Expedition vergangene Woche! Ich freue mich auf den geplanten Follow-Up Termin.

**Dietmar Hauser, Senior Vice President, Cassidian Europe (jetzt Airbus), Chief Procurement Officer**

Thanks for your strong support and tough challenging team tasks, that really helped us as a team (and me to reflect).

**Angel Blanco, Cassidian Spain (Participant and regional Leader)**



## EDEN

EMPOWERMENT DEVELOPMENT EXPERIENCES NATURE

LEADERSHIP TEAM PERSÖNLICHKEIT

## CONTENT AND TARGETS - TOP OF EUROPE EXPEDITION

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The management of the function Supply Management was deploying a set of measures to support the transition of the newly formed management towards the desired leadership culture and individual attitudes. Key words in the culture aimed for are the values: **self-responsibility, innovation, courage, peer to peer collaboration and mature communication.**

The teambuilding initiative was part of the overall transition project and the Cassidian "Expedition" was an event within this initiative to contribute in a sustainable manner to this transition.

The management of the CP Organization observed a gap of the actual leadership understanding and behavior of the acting managers, compared to the expected attitude and behavior, even more taking in consideration the challenges derived from the recently elaborated Strategy 2020.

## 3 DAYS PROGRAMM: HEADQUARTER TO BASECAMP TO PEAK TO DAYLY BUSINESS

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### DAY 1 KICK OFF

- 10:00 Kickoff speech at Cassidian Headquarters, Unterschleissheim
- 11:00 GPS journey around the Company Complex (collecting the tools for the Team Expedition)
- 14:30 Base Camp welcome (Dorinth Hotel, Garmisch Partenkirchen)
- 15:30 Base Camp Training, Team Performance (Team Building activities at the Ski Jump Stadium)
- 18:30 Reflection of the Base Camp Training activities (Plenary Room)
- 19:15 Impulse COO and CPO and open discussion (Plenary Room)
- 21:00 International Barbeque

### DAY 2 OUTDOOR TEAM EXPERIENCE – DEVELOPING STRATEGIC LEADERSHIP SKILLS

- 07:00 Earn your breakfast
- 08:30 Top of Europe Expedition: Outdoor Games and Trekking within 5 Teams, Zugspitze, Germany
- 16:00 All 5 Teams meet at the Peak
- 17:30 Value Tension Index, Handling Objections (Plenary)
- 19:00 Transfer to Evening Event

### DAY 3 INDOOR – REFLECTING THE DAILY ROUTINE AND DEVELOPING OF PLANS

- 09:00 All Hands Project – Developing plans for a successful european future
- 11:30 Accountability – identifying personal responsibilities
- 14:30 Transfer to Daily Routine – Presentation of the 72 hours plan
- 15:30 Closing Message

## ECKDATEN ZUM ENTWICKLUNGSPROGRAMM

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### DURCHFÜHRUNG

Dorinth Hotel & Skisprung Stadion  
als Basecamp in Garmisch Partenk.  
Bergwanderung an der Zugspitze  
Cassidian Headquarter  
Zugspitzregion Wanderung

### TEILNEHMER

45 Manager und Führungskräfte  
aus 6 Nationen (Supply Chain)

### LEISTUNGEN

- ▶ Individuelle Konzeption
- ▶ Analyse der Change Situation
- ▶ Seminarunterlagen sowie Vorbereitungsaufgaben
- ▶ Team- und Führungsstilanalyse
- ▶ Individuelles Führungs Coaching
- ▶ Transferhilfen für denm Airbus Kompetenzbasierten Ansatz

### METHODIK

- ▶ Interview mit CEO
- ▶ Interaktive Referentenvorträge
- ▶ Moderierte Gruppendiskussionen
- ▶ Kleingruppen in d. Länderregionen
- ▶ Team- Leadership- Gipfelerlebnis
- ▶ Auswertungen / Reflexionen
- ▶ Transferworkshops / Nachhaltigkeit



# IMPRESSIONEN VON DER ZUGSPITZEN EXPEDITION

