

CREATE LEADERS, NOT FOLLOWERS WORKSHOP

Forming a System of Empowerment

- Foster Leadership
- Encourage Initiative
- Empower Ownership



8 ESSENTIAL ELEMENTS TO FOSTER A SYSTEM OF EMPOWERMENT

In today's rapidly changing landscape, organizations must prioritize leadership development to thrive. Merely attracting followers can lead to stagnation, limiting the growth and innovation that come from empowered leaders. To foster a culture where everyone has the opportunity to lead, it's essential to understand the differences between creating leaders and merely managing followers.

This workshop will provide a comprehensive framework for empowering employees, equipping them with the skills and mindset necessary to take initiative and drive success.

**ELEMENT 1:
RISKS OF
COMMAND & CONTROL**



**ELEMENT 2:
BENEFITS OF
EMPOWERMENT**



**ELEMENT 3:
INSPIRATION FROM
A SUCCESS STORY**



**ELEMENT 4:
STEP-BY-STEP
DEVELOPMENT**



**ELEMENT 5:
PRINCIPLES OF
EMPOWERMENT**



**ELEMENT 6:
ENHANCING
PROFICIENCY**



**ELEMENT 7:
ENHANCING
CLARITY**



**ELEMENT 8:
ENCOURAGING
OWNERSHIP**



Join us for a transformative two-day workshop focused on creating leaders, not followers. Through interactive activities, discussions, and real-world scenarios, participants will gain practical tools and insights to develop leadership qualities within themselves and their teams.

Don't miss this opportunity to reshape your organizational culture and build a system of empowerment that encourages accountability and initiative. Together, we can unlock the potential of every team member and cultivate a thriving environment of leadership and innovation.



Business Relevance

- Content is rooted in **research, studies** and **expert advice**, combined with my experience as factory manager & head of operational excellence & training.
- All tools are tested and validated in **real-world business** environments, ensuring practical, high-impact results.
- This approach directly tackles business challenges with **proven solutions**, delivering significant ROI.



Inspiration & Neuroscience

- All content is grounded in **real-life stories and experiences**, ensuring authenticity.
- Incorporates **neuroscientific principles** to engage and inspire, appealing to both hearts and minds.
- Designed to drive meaningful action by combining **emotional connection** with **logical clarity**.



Effective Anchoring

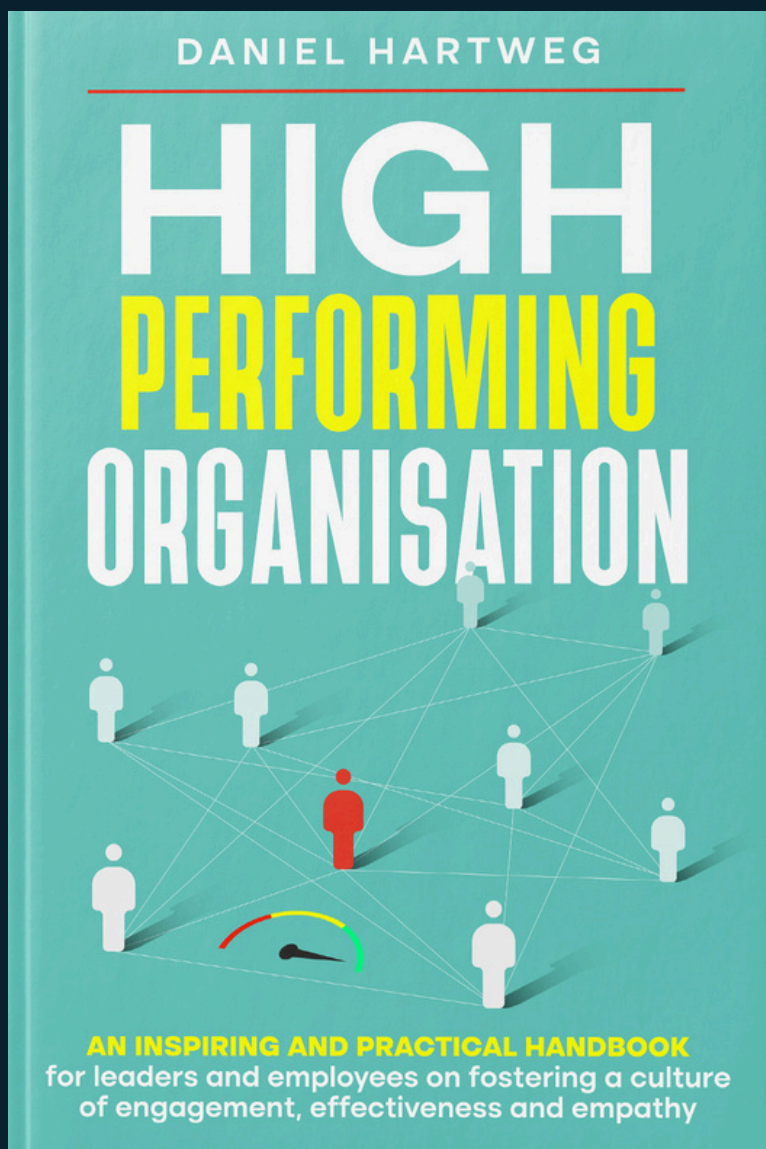
- **Follow-up programs** embed learning into routines and processes.
- Neuroscientific techniques ensure **long-term retention** and **practical application**.
- **Simple, business-relevant tools** are immediately applicable for solving common issues.

TAKEAWAYS

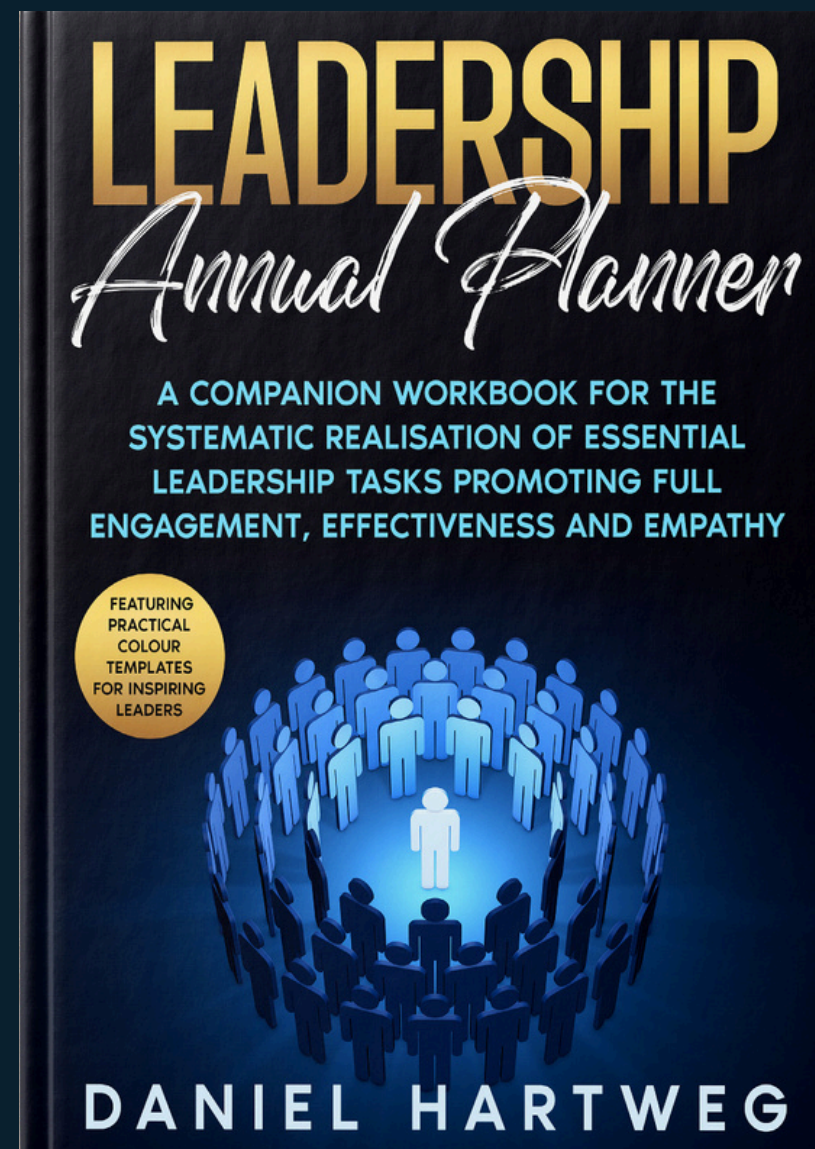
By the end of this workshop, participants will have:

- Insight into the differences, risks and benefits of creating leaders versus attracting followers.
- Specific tools, routines, and principles for developing effective leaders within the organization.
- A systematic approach to empowering employees, enhancing their proficiency and clarity in their roles.
- An organizational system designed to enable leaders to fully realize their potential.
- Strategies for fostering a culture that prioritizes leadership development and personal growth.
- Actionable methods to encourage accountability and ownership among team members.

HANDBOOK



WORKBOOK



TESTIMONIALS



STEFAN K.

Global Procurement

“Daniel has initiated a cultural change in our company. Many principles, such as “Win-Win” or “Empathic connection”, etc. correspond to the basics of a social interaction in society characterized by respect. These also form the foundation for a trusting interaction with each other, in which employees can work freely within set boundaries. This is exactly what a High Performing Organisation of the future must be.”



SINEM T.

Head of Human Resources

“I was incredibly excited about Daniel’s workshops. He brought the team closer together, strengthened conscious action and introduced us to tools in a new context. Thank you for the great time!”



MATTHEW L.

Procurement Manager

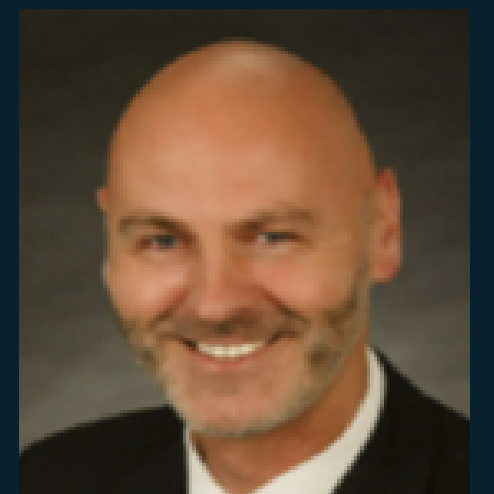
“The workshops brought people together from different departments, which helped to show that the underlying principles were clearly relevant in many contexts. Interactive, fascinating, pragmatic, surprising, and also fun. The easily applicable themes help to build a common culture across the company.”



KATHARINA H.

Project Manager

“If you have not already started, this course will be the tool kit for your cultural change. I liked most the on-point communication and practice related examples which will not only give you the chance to develop competences enlarging your circle of influence in professional & private live but also to improve as a team and as a leader. Very entertaining and informative at the same time.”



DETLEV M.

Director Operations & Supply Chain

“The very inspiring and interactive workshops contain all the necessary elements to leave the relics of the industrial age behind and develop a modern high performing organisation. This approach shows how micromanagement and obedience can be replaced by trust and autonomy. What I liked most was that it was possible to put the workshop contents directly into practice.”

TRAINER



My Purpose

“To inspire people to unlock their potential, so that they spread engagement, empathy and effectiveness.”



Daniel Hartweg



Education

Diploma degree of Industrial Engineering & Management
(Karlsruhe Institute of Technology)



Work

Author, Trainer, Founder & Managing Director
(The Mindset Challenger)
Head of Operational Excellence & Training (Lonza)
Site Director (Grünenthal)
Factory Manager (Coca-Cola)
Production Manager (Nestlé)
Market Focused Improvement Pillarleader –
Operational Excellence (Nestlé)
Industrial Performance Specialist (Nestlé)



Certifications

Master Black Belt – Lean Six Sigma
Black Belt – Design for Six Sigma
Total Performance Management Coordinator

FRAMEWORK

Duration: 2 days

Participants: 10-20

Trainer: Daniel Hartweg

Language: English, German

Sustainable application (optional): Weekly quiz question, cultural audit, coaching program, anchored routines in daily work

Fee: 5.500 CHF + Travel expenses



**THE MINDSET
CHALLENGER**

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