

*Building
High Performing Teams &
Organisations*

HIGH PERFORMING ORGANISATION ^{4.0}

Introduction



Leadership Development is crucial for organizational success.

77%

of organizations consider leadership development a key issue.

47%

of the bottom line can be improved through effective leadership development programs.

Most companies struggle to demonstrate a clear, positive business impact from their LD initiatives

73%

of employees believe their organization's leadership development programs are ineffective.

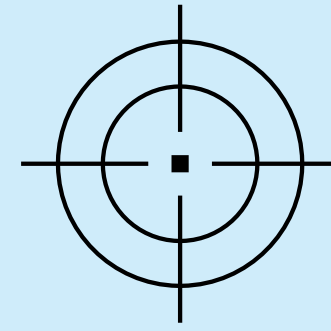
75%

of organizations do not believe that their leadership development initiatives have a clear business impact.

Problems

Ultimately, missing business impact often comes down to three root causes:

- Misalignment with business needs
- Lack of inspiration and neuroscience
- Poor content anchoring



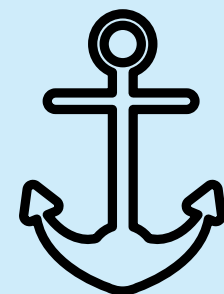
Content Not Linked to What Business Needs (Practicality)

- Lack of Relevance
- Misalignment with Business Goals
- Disconnection from Continuous Improvement Initiatives



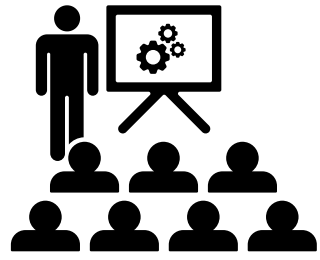
LD Programs Do Not Inspire and Convince Enough to Encourage Self-Motivated Action

- Lack of Authenticity & Ability to Inspire of the Trainer
- Limited Engagement Strategies
- Neuroscientific Underpinnings Not Addressed



The Anchoring of Content is Not Working and Leading to Real Change

- Inadequate Follow-Up and Support
- Failure to Integrate with Daily Work
- Insufficient Practical Application



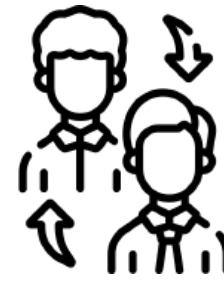
Classroom-based Training

- **Pros:**
 - Familiar setting
 - Real-time interaction.
- **Risks:**
 - Often too theoretical
 - Inspiration largely depends on the trainer
 - Frequently lacks a foundation in neuroscientific methods.



E-Learning / Online Modules

- **Pros:**
 - Scalable
 - Flexible
- **Risks:**
 - Lacks emotional engagement
 - Low retention
 - Limited real-world application.



Leadership Coaching & Mentoring

- **Pros:**
 - Personalized
 - Deep impact
- **Risks:**
 - Time-consuming
 - Costly,
 - Inconsistent



Workshops / Offsite Retreats

- **Pros:**
 - Immersive
 - Team bonding.
- **Risks:**
 - High cost
 - Often disconnected from daily work
 - Short-term impact.



On-the-Job Training (OJT)

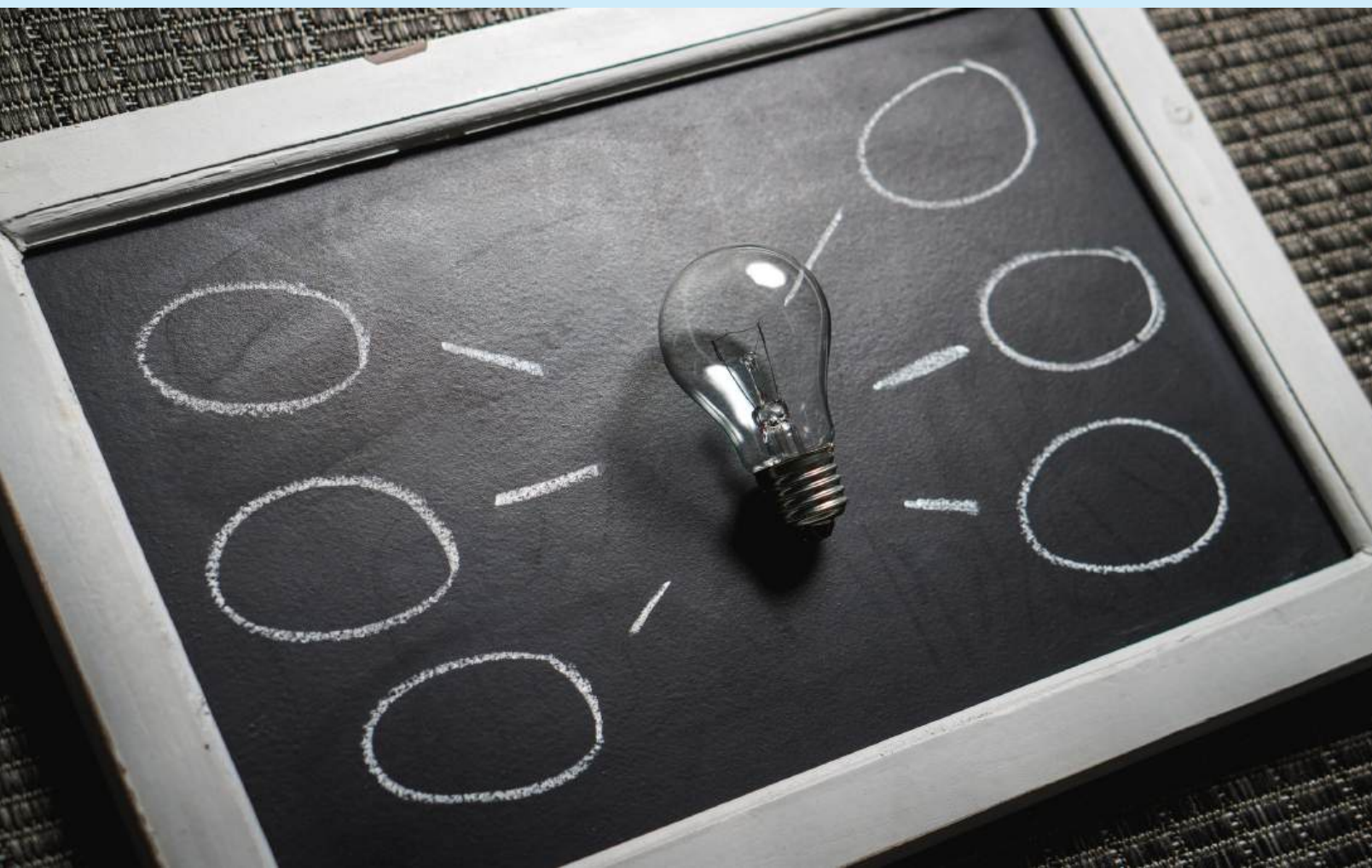
- **Pros:**
 - Relevant
 - Practical
- **Risks:**
 - Inconsistent
 - Lacks structured learning
 - Minimal emotional connection

Alternative Approaches

What we offer

We provide a *holistic learning environment* that drives business impact and fosters meaningful development by adhering to these principles:

- Business Relevance
- Inspiration & Authenticity
- Effective Anchoring





The High Performing Organisation^{4.0} fosters an environment of engagement, effectiveness and empathy.

Driving exceptional performance and success

About High Performing Organisation^{4.0}

Building the House of a High Performing Organisation with its 4 Pillars delivers:

- **Engaging & Empathic Culture:** A thriving work environment where employees excel and leaders inspire.
- **Methods & Tools:** Strategies to ensure effectiveness and outstanding results.
- **Catalyst for Continuous Improvement:** Drives ongoing enhancement, technology adoption and change.

HOUSE OF HPO^{4.0}

Operational Excellence

AI

LEAN Six Sigma TPM Organizational Structure Automation Digitalization

ENABLES

TRUST &
EMPATHIC
CONNECTION



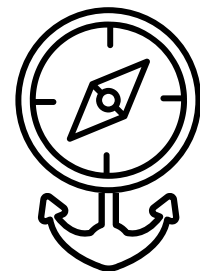
INSPIRATION
&
MEANING



DEVELOPMENT
&
GROWTH



PRINCIPLES
&
ROUTINES



IMPLEMENT

AVOID

MANIPULATION
Lack of Inspiration

IGNORANCE
Lack of Understanding

STAGNATION
Lack of Growth

SUFFOCATION
Lack of Autonomy



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

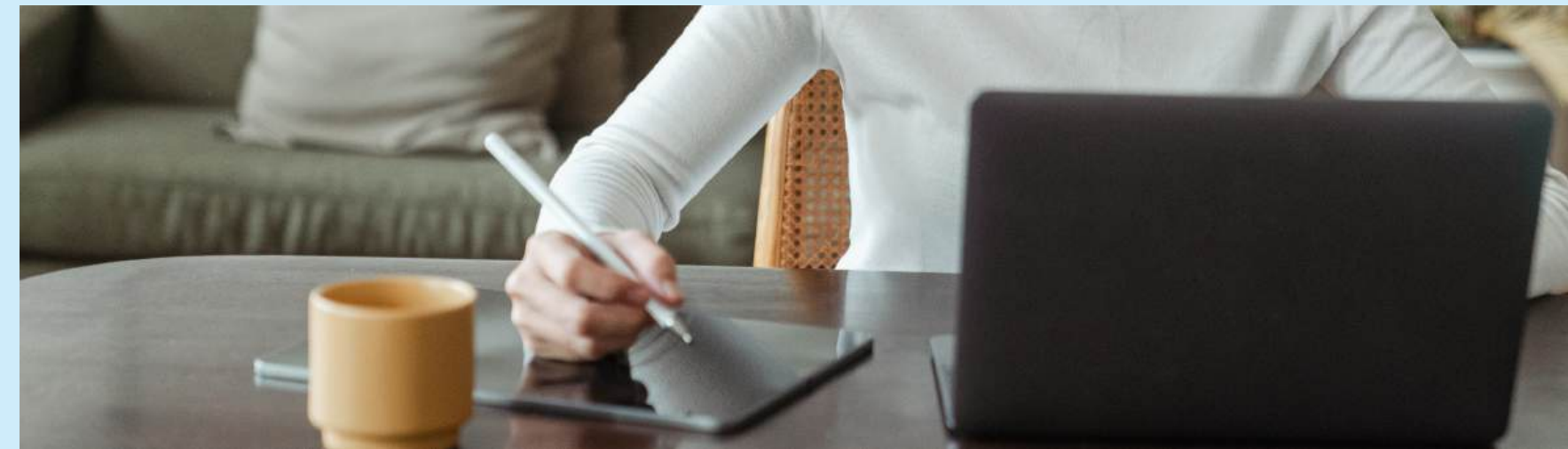
- All content is grounded in real-life stories and experiences, ensuring authenticity.
- Incorporates neuroscientific principles to engage and inspire, appealing to both hearts and minds.
- Designed to drive meaningful action by combining emotional connection with logical clarity.



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.

Why The High Performing Organisation Program?





How the High Performing Organisation^{4.0} Program works

Overview



Foundation

- Find Your Purpose
- Inspiring Presentations
- Effective Workshops
- Routines to Make it Stick



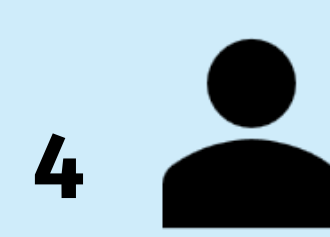
Leader

- Inspiring Leaders
- Create Leaders, Not Followers
- Modern Performance Management



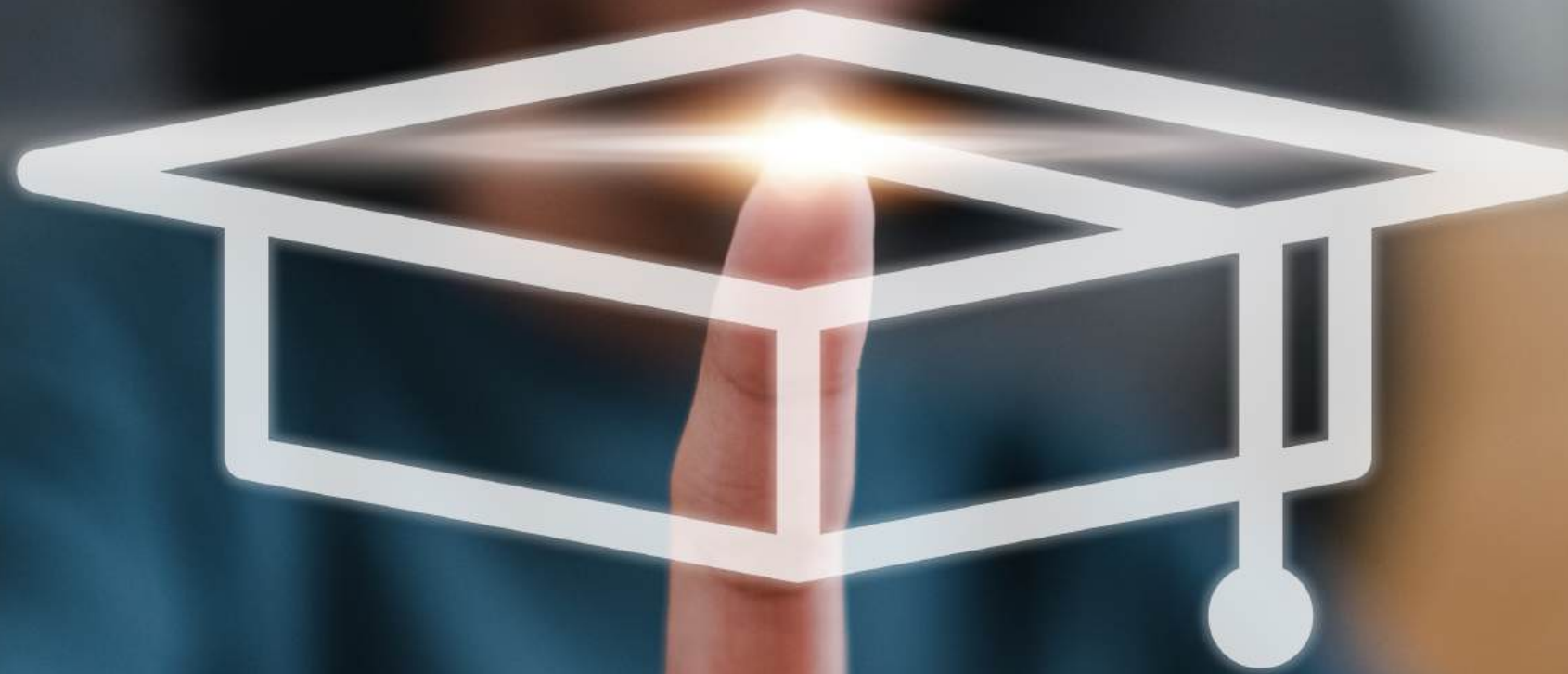
Teams

- High Performing Teams
- Optimal Team Setting



Individuals

- Time Management
- Energy Management
- Stress Management & Resilience
- How to Manage your Boss & Colleagues



Trainings of the High Performing Organisation^{4.0} Program



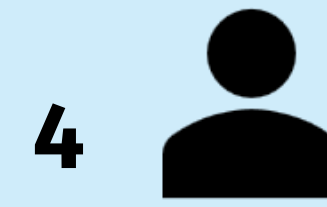
**Key note
speech**



**1-1 Coaching &
Team-Coaching**



**Workshops
Facilitation**



**Outdoor
Workshops**



Customized Support



Top 3 Best-Selling Workshops



HIGH PERFORMING TEAM WORKSHOP

Principles of high performing individuals and teams



INSPIRING LEADER WORKSHOP

Role model – Visionary – Coordinator – Coach



FIND YOUR PURPOSE WORKSHOP

True engagement by maximizing your potential





AUGUSTO R.

Head of Supply Chain Germany

“I’ve attended to 4 workshops, and I want more...The workshops are very inspirational, practical, participative and funny. I always left the workshops with a clear mind on how to apply the content on a day-to-day basis. Besides, it amplifies the way you see things and people, as well as it helps to get to know yourself.”



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!”



EMANUELE N.

Head of Maintenance & Engineering

“I have participated at the workshops at the beginning of my journey in a new company. Besides of the fact that they were interactive, fun and they helped to build relationship and connections with the participants, they also provided me and the team a methodology with practical tools to be implemented on a daily basis. I can strongly recommend this experience, especially to individuals and organizations willing to drive cultural changes, improve team building and team performance.”



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.”

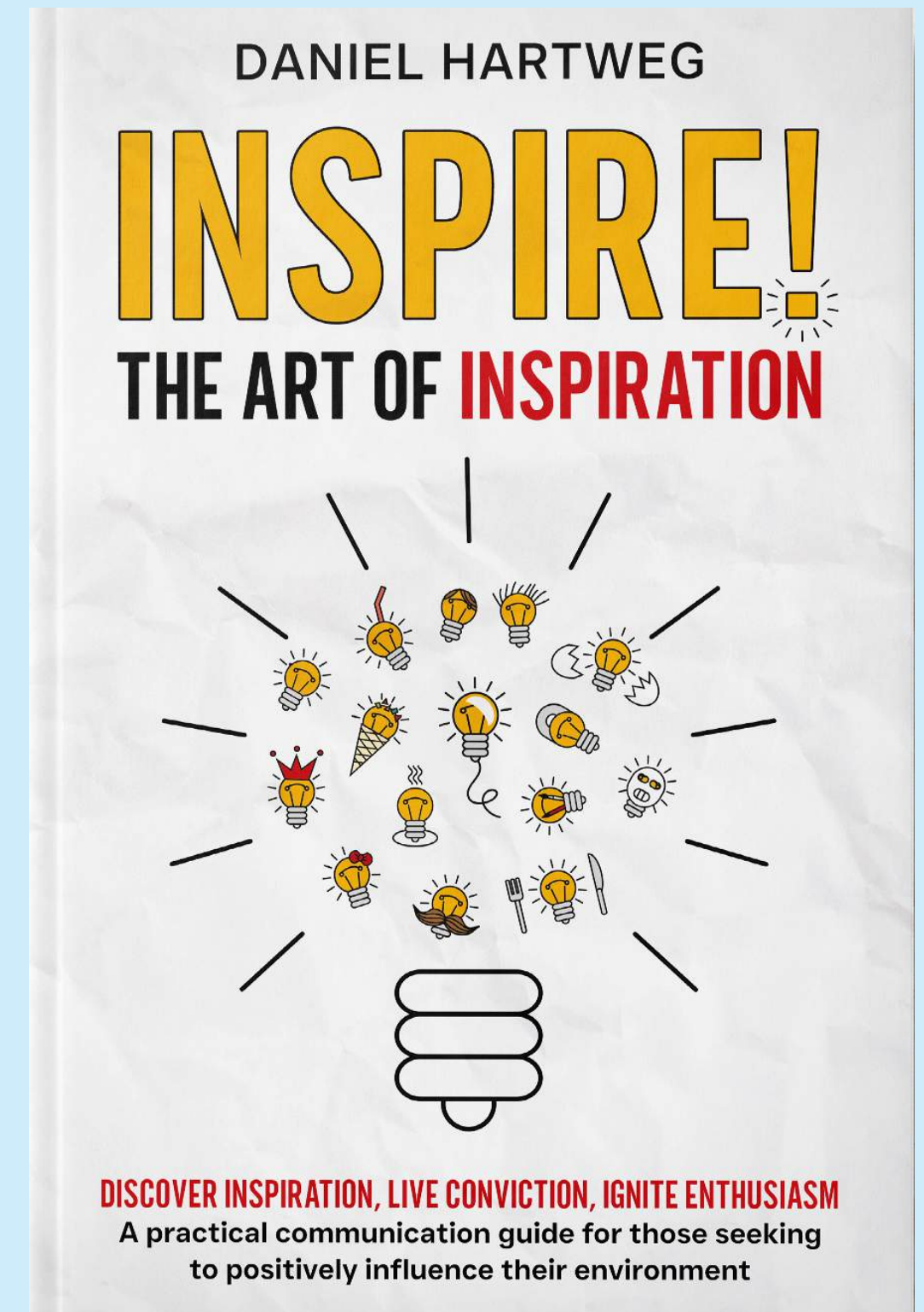
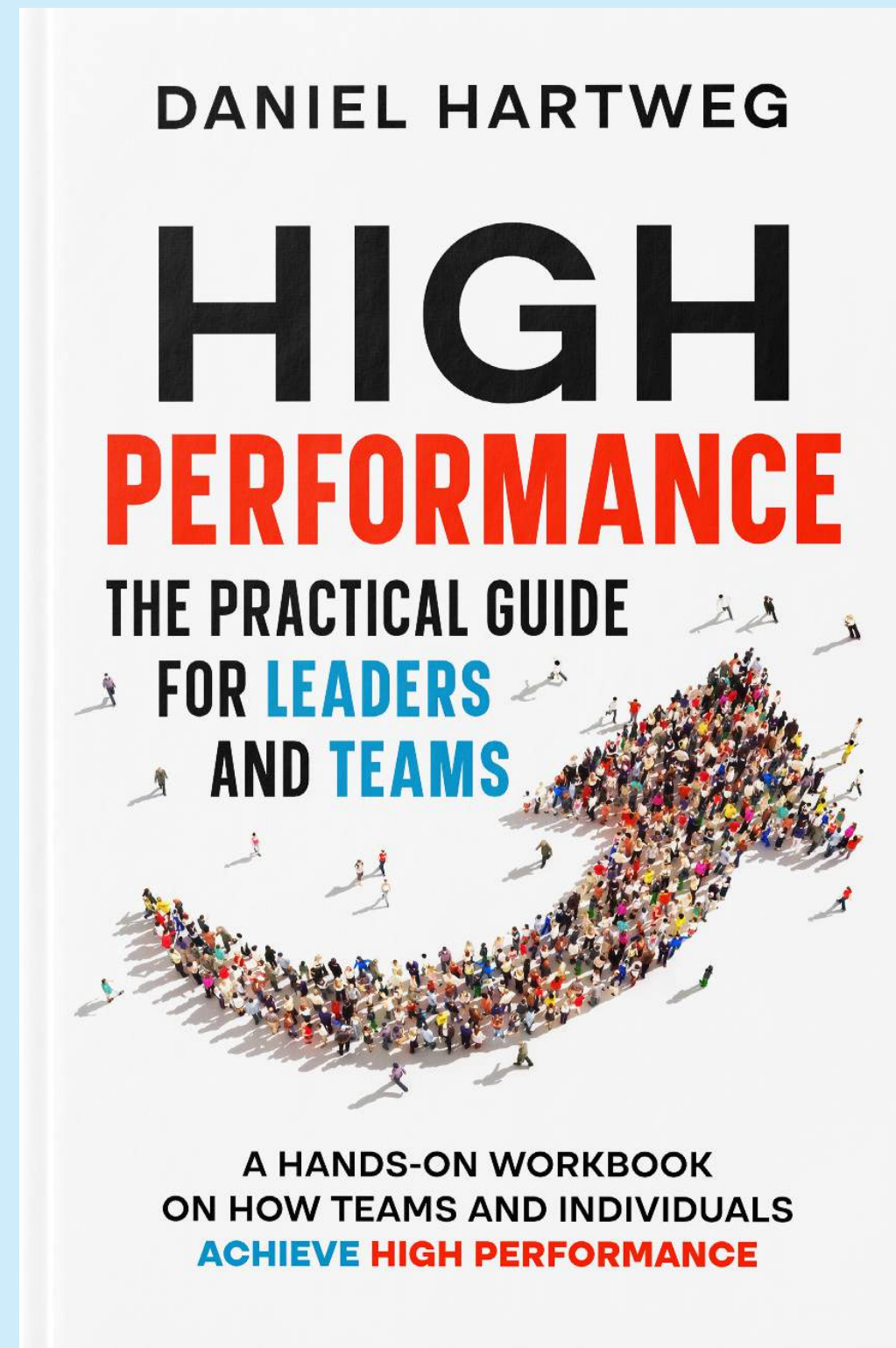
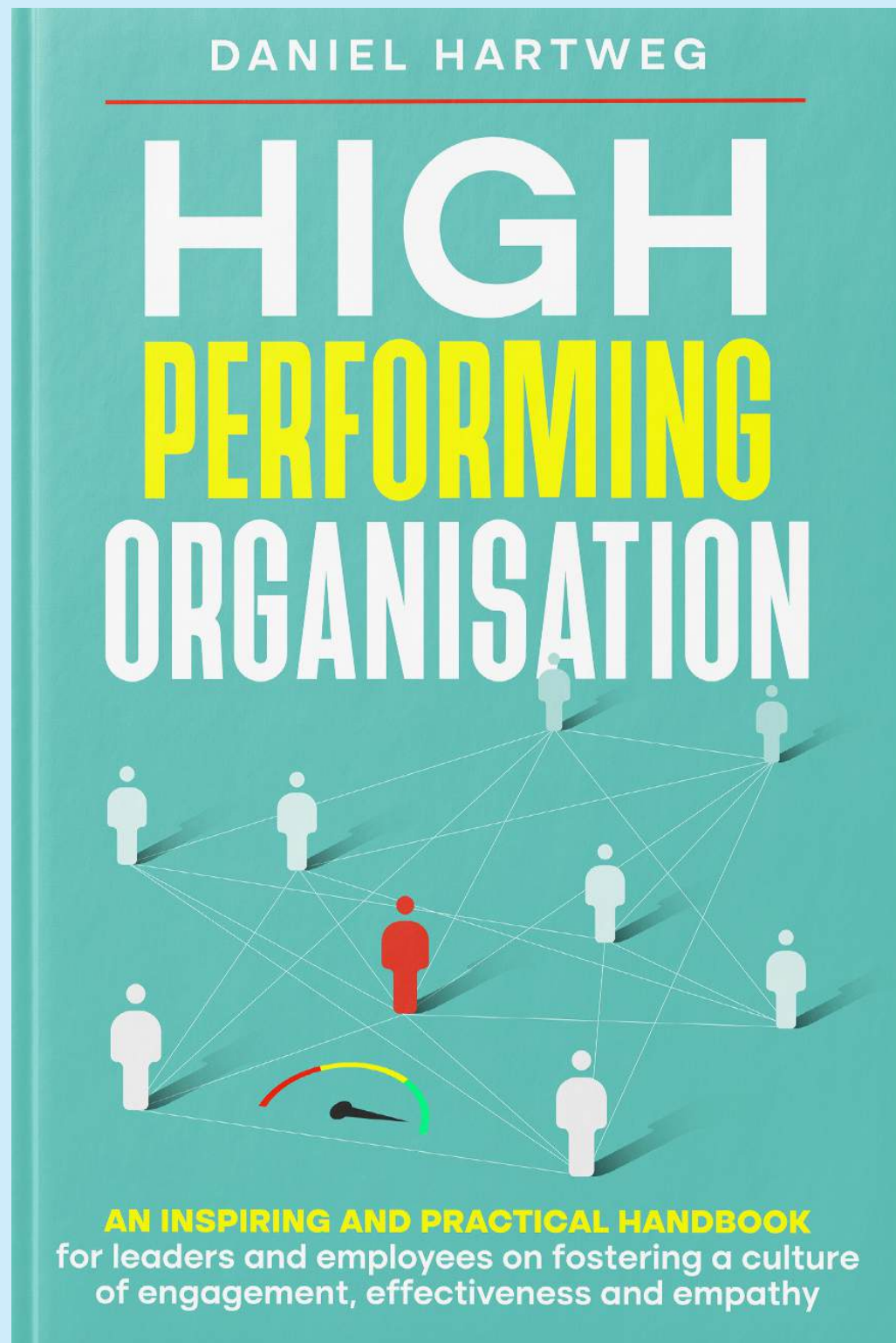


DETLEV M.

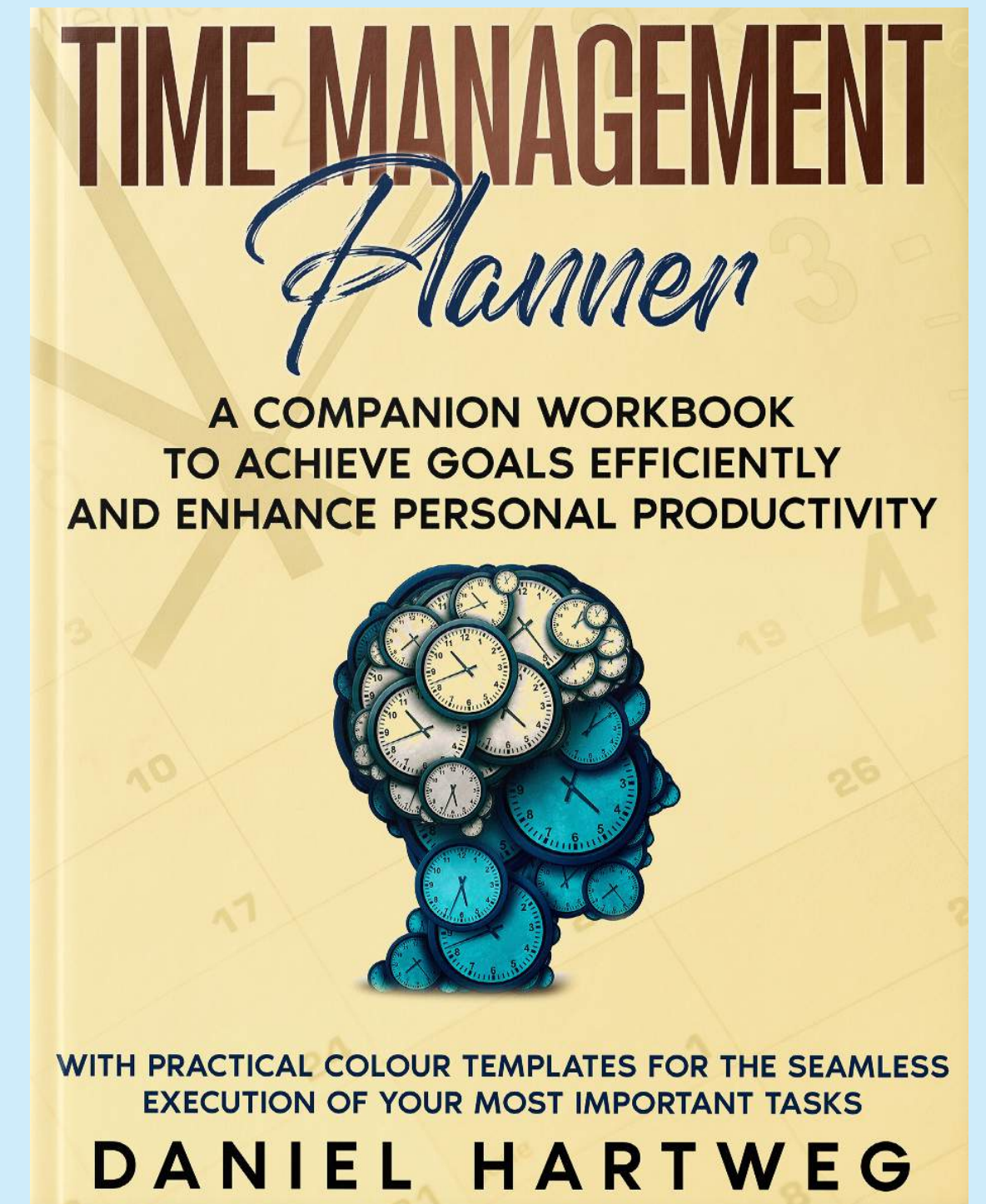
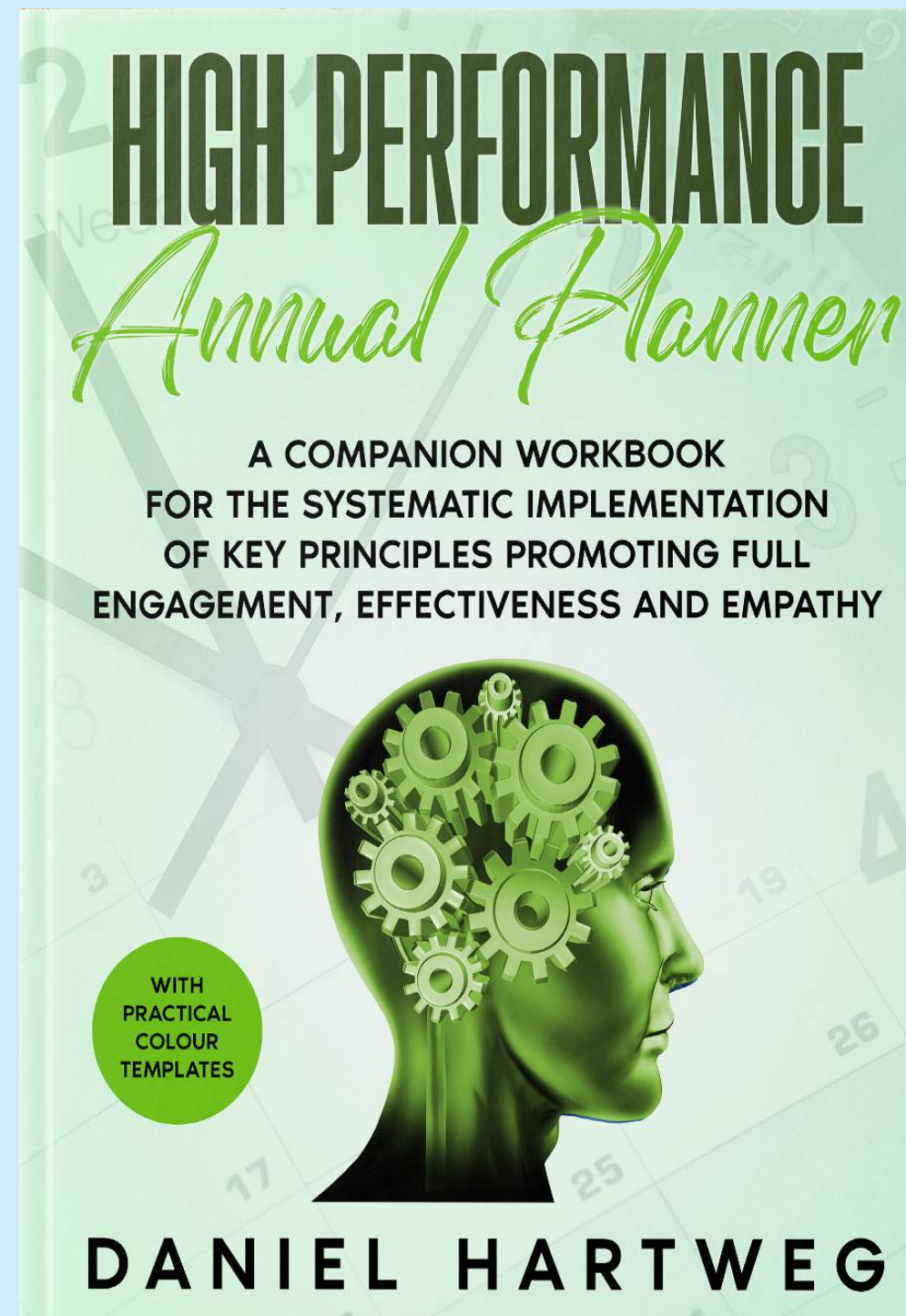
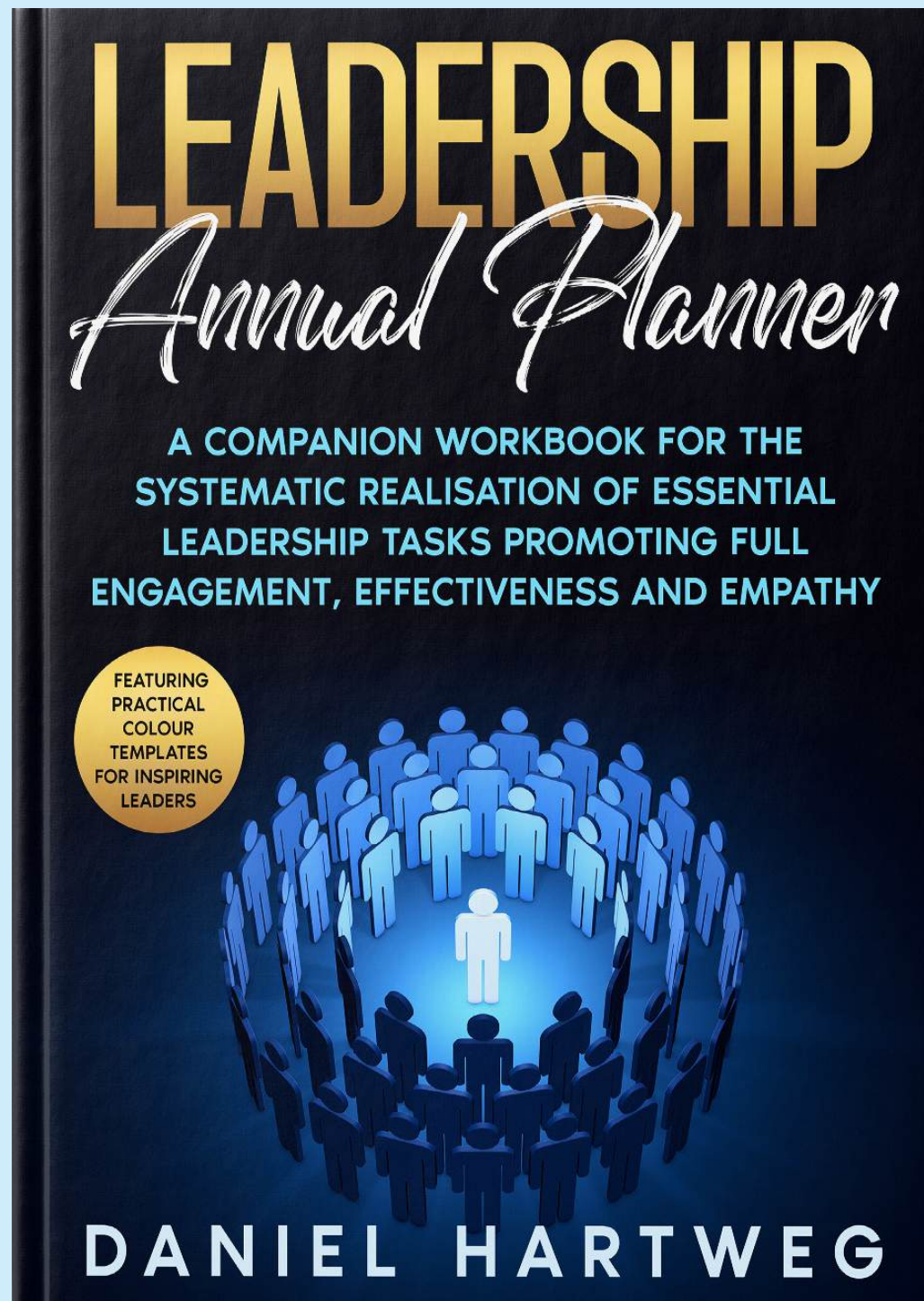
Director Operations & Supply Chain

“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.”

Testimonials



Supporting Books



Supporting Workbooks

- Excellence Award 1st place
- Line Performance Increase by 15.3%
- > 2.000 leaders & employees trained



NEXT STEPS

High Performance Program

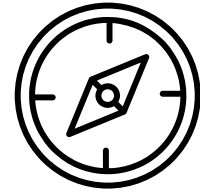
- Discovery Meeting
- Needs Assessment
- Tailored Plan
- Program Overview
- Implementation Plan
- Q&A Session
- Discuss Pricing and Packages
- Confirm Commitment & Schedule



Building **High Performing** Teams & Organisations

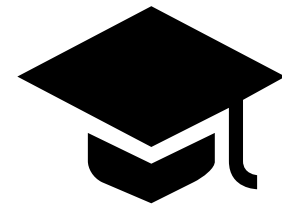
Start today

Trainer



My Purpose

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



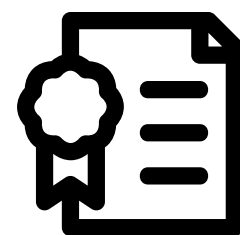
Education

Diploma degree of Industrial Engineering & Management
(Karlsruhe Institute of Technology)
Internships in Germany, Brazil, India (Siemens, BASF, Oracle/Hewlett Packard, Daimler Chrysler)



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



Daniel Hartweg

We help Executives, HR and Leaders build High Performing Teams & Organisations

Engagement - Effectiveness - Empathy



**THE MINDSET
CHALLENGER**



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