

# STAYING ON COURSE WITH THE LEADERSHIP COMPASS

How You Provide Guidance  
In A Dynamic Environment

The impact you can create with  
the Leadership Compass:

1 —————  
You establish a  
shared  
understanding of  
leadership.

2 —————  
You ensure high-  
quality leadership  
and build  
sustainable  
competencies.

3 —————  
You combine  
intergenerational  
perspectives with  
individual strengths.

4 —————  
You foster  
adaptability  
through clear  
direction and a  
trusting working  
relationship.

## YOUR PATH TO THE LEADERSHIP COMPASS

### YOUR STARTING POINT

The first step toward a shared understanding of leadership is knowing where you stand. It often seems clear what leadership means. But when we ask leaders within an organization, we find significant differences in practice.

#### **Our contribution:**

We take enough time at the beginning to clarify the starting point and objectives. Together with the leaders, we collaboratively develop a shared understanding of leadership for your organization.

### → DEVELOP

- 1. What challenges will your organization need to overcome in the future to be successful?**
- 2. What do you expect from yourself and your colleagues in terms of leadership?**
- 3. What approach to leadership would you like to establish in your organization?**

### YOUR RESSOURCES

Just hearing about it isn't the same as living it. Sustainable development comes from learning, consistent application, and regular reflection—at both the individual and organizational levels.

#### **Our contribution:**

We support your organization's ongoing learning process with customized training and reflection formats, as well as individual and team coaching.

### → LEARN

- 1. What kind of guidance do your leaders need to reach their full potential?**
- 2. What do you need to do to stay on track?**
- 3. How do you ensure that your understanding of leadership is regularly reviewed and further developed?**

## YOUR PATH TO THE LEADERSHIP COMPASS

### YOUR ABILITY TO DELIVER → LIVE

A shared understanding of leadership is more than just a glossy brochure. We see leaders who develop pragmatic solutions to their professional challenges every day but have little time for their leadership responsibilities. Anchoring this understanding of leadership at all levels requires space and a clear focus.

#### Our contribution:

We support you in making leadership a priority in your day-to-day work, so that a shared understanding of leadership can be integrated into existing work processes and tools. Accompanying formats for peer-to-peer exchange strengthen collaboration and facilitate implementation throughout the organization.

**1. How do you ensure that the concept of leadership is firmly embedded in the organization?**

**2. How do you foster a shared understanding of leadership?**

**3. How do you create space and time for leadership?**

## WHAT PEOPLE ARE SAYING ABOUT THE LEADERSHIP COMPASS

„Our mission statement has become a valuable component of our corporate identity. We are now moving forward with an updated roadmap.“

PROGRAM MANAGEMENT, STATE ADMINISTRATION



„By establishing clear leadership responsibilities and attitudes, we were able to provide our managers with guidance in a short period of time.“

MANAGEMENT OF A SUBORDINATE AGENCY

„Through open dialogue, we clarified expectations and took leadership to a new level.“

HEAD OF HUMAN RESOURCES AT A FEDERAL MINISTRY

## Our contribution

We are experts in organizational and leadership development. Using our proprietary organizational and leadership model—based on the University of St. Gallen's systems-theoretical management approach and the principles of positive leadership—we provide you with effective and pragmatic support.

### We support you by:

1 \_\_\_\_\_

Consulting on the development of strategy, structure, and culture

2 \_\_\_\_\_

Support in the design and implementation of change projects

3 \_\_\_\_\_

Designing Training Formats and Coaching Sessions



We are happy to provide a free, no-obligation consultation.

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