"Win the best people" Accelerator Program -

Recruiting & Retention within an agile performance culture

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www.ap-fuehrungskultur.com

_ap_ FührungsKultur
High Performance vom Spitzensport für Unternehmen
Leadership Presence – High Performance Teams

Initial situation

Many (scale up) Tech Companies are successful. They focus on products, clients, people and processes.

Main Challenges for (scale up) Tech Companies

• Implementing a modern, tailor made and sustainable **Recruiting & Retention Management Program** to **attract, win and keep the best employees**

• Accomplishing an **agile, lean Transformation** within the different Teams and Business Units

• Support a "**Business Driven" Ownership and Performance Culture**

• Support a **Learning & Development Culture** (70/20/10) for High Potentials and Managers

The **"Win the best people" Accelerator Program** is a great modular solution tool to accomplish these challenges perfectly.

Implementing "Win the best people" Accelerator Program

ap Führungs**Kultur** - Our mission

Support managers to accomplish a state of the art, **tailor made recruiting & retention management** and the **agile transformation to create a performance culture**.

- Managing people successfully for performance is the main focus of the *ap* Führungs**Kultur** transformation process. Inspired by the **hard (neuro) science behind top sports**, we will challenge and develop people, teams and organization to improve personal development , team efficiency and organization structure.

- Over the last 20 years *ap* Führungs**Kultur** founder Andreas Prause and his team developed a **unique Recruiting & Retention Management Program** supporting a **modern agile working and learning Culture**: **"Win the best people" Accelerator Program.**

- It is a structured **modular program** facing three complementary phases: **Strategy phase 1**: Based on a reality check, we define a strategy aligned with your companies DNA. Followed by **Momentum phase 2** mastering recruiting and retention by using the **"unique High Performance Pyramid".** It makes sure to match the personal identity of the employee and the companies identity**.** The program will be accomplished by **Transformation phase 3** cascading the process through the organization.

- The Program matches perfectly the requests from the **employees** and the **company**: purpose, social and emotional needs and high performance to attract and keep the best players.

Benefits of the "Win the best people" Accelerator Program

Win the best people

1

Attract, Empower, Develop the Best

Scrummaster, PO´s, PM´s, High Potentials

3

Business Driven "Ownership" Culture

Create Agile Performance & Learning Culture

2

Better Results

Lower Costs/ Reduce Costs for Headhunter

4

Mentoring on the job sessions +

State of the art Agile Leadership Development

5

Complementary to Company Strategy and Learning & Development Program

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From idea to results

Strategy Ph.1 Ready for future

- Recruiting, Retention & Agility (Reality Chk)
- Defining the "agile employee, teams for the future) push & pull
- Challenging/ Alignment with Company DNA/ Identity
- Identifying the Champions

Transformation Ph.3 Life an agile Performance Culture

- Internal Marketing of the future
- Leadership Development Loop IV - VI & on the job Mentoring & Coaching
- Establish self organized High Performance Teams
- Cascade through Orga

Win the best People Accelerator

Momentum Ph.2 Agile Retention Development Loops

- „**Champions Leadership Coaching"** I-III (Master Agility, Leader Coach, Leader Presence)
- **On the job Mentoring** for the best (Scrummaster, PO, PM, Hipo´s)
- „**Mobile Mentorship & Coaching**"

Momentum Ph.2 Champions Recruiting

- "**Champs Branding**" - recruite followers
- "**High Performance Team Branding**"
- Professional "**Champs Scouting**" (Databank)
- **Open Friday** (sharing, open)

High Performance Pyramid

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References *ap* FührungsKULTUR

IT, Düsseldorf - Implementing Scrum and the agile Transformation. 2015 - present

IT, Düsseldorf - Implementing a performance culture. 2016 - present

Engineering, Weilburg - Implementing the agile Transformation and a performance culture. 2013 - present

"Thank you very much for the last days, which have priceless value. Energy, passion, knowledge. Thank you Andreas 01-2018". Georg Schieber, Head of Consulting Services
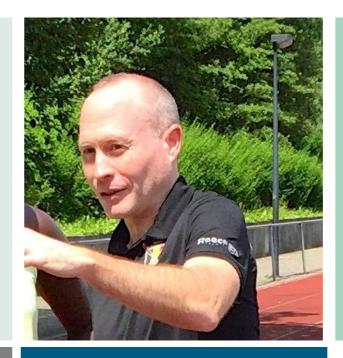
"The Leadership workshop of Andreas is the most profound and significant i attended the last years. Tremendous experience meets profound knowledge. Andreas provides concrete tools we perfectly can use at getyourguide 01-2018 ". Fabian Niedballa, Head of Supply Operations

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Profile Andreas Prause

> **> 20 years**

Experiences in Corporate World

and Top Sport

92%

Successrate

> 12000

Hours in Training,
Coaching,
Mentoring

> 120

Teams in Corporate
World

> 5000

Participants in
Trainings, Coachings

Profile Andreas Prause

Lecturer Executive Education at the GBS - one of the most modern and innovative institutions in the field of management development and digital transformation

Implementing High Performance Coach Development Program

Lecturer at Haufe Academy

Mentoring Nationalcoaches, High Performance Directors

Mentoring Nationalcoaches worldwide

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Contact

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