



SABINE PELZMANN INTEGRATIVE ORGANISATIONSENTWICKLUNG

COURSE

# LEADERSHIP 4.0

HOW DIGITALIZATION IS  
TRANSFORMING LEADERSHIP



DURATION: 4 X 2 DAYS



# COURSE LEADERSHIP 4.0

## HOW DIGITALIZATION IS TRANSFORMING LEADERSHIP

The digital transformation will lead to profound changes in business models, organizations, leadership roles and relations within organizations. This creates new demands for managers.

The importance of relationship-building and supportive actions of managers towards their employees will increase while leadership skills, such as remote leadership, agility and change management, will play an even greater role.

Digitalization enables increased participation of employees as well as democratization within organizations. It is a manager's task to then hand over power, to promote individual responsibility and to invest in building trust and loyalty.

The pressure on employees and managers will increase and both groups will have to learn to deal with this dynamic through self-care.





## TARGET GROUP

Women and men in manager positions in expert, profit, non-profit and public organization whose task it is to make decisions in complex corporate environments and to provide orientation and security.

- Managers on all management levels
- Personnel and organizational developers
- Team leaders

## UTILITY

- Further development of one's own leadership
- Deeper understanding of the impact of digital transformation on leadership in practice
- Dealing with principles and instruments of self-management
- Getting to know leadership tools for virtual leadership and agile concepts and tools
- Design cross-sectoral collaboration, knowledge exchange and shared learning
- Addressing the prerequisites for cultural change
- Personal and professional development as a leader
- Gaining authenticity in dynamic and complex leadership situations
- Reflecting on one's own leadership role and attitude

## PRINCIPLES

- Compact knowledge transfer and practice-oriented application
- Theory impulses and academic articles for further reading
- High proportion of self-reflection and cooperative reflection
- Transfer and reflection of learnt theory onto a case study

## DESIGN OF THE COURSE

### FOUR TIMESTWO WORKSHOP DAYS

## MODULE 1

### LEADERSHIP AND ARTIFICIAL INTELLIGENCE

- Impacts of digitalization, artificial intelligence and robotics on leadership
- Understanding the role of leadership in times of change
- Leadership as exertion of influence and systemic performance
- New forms of decision-making

## MODULE 2

### COOPERATION AND INDIVIDUAL RESPONSIBILITY

- The importance of leadership communities
- Cross-departmental collaboration within the organization
- Influencing organizational culture
- Individual responsibility and self-empowerment in times of digital transformation

## MODULE 3

### NON-HIERARCHICAL ORGANIZATIONS

- The art of self-organization
- Elements of agile organizational design
- The transition to a holacracy
- Leaders as victims and perpetrators of change

## MODULE 4

### ATTITUDE, SELF-ESTEEM AND SELF-CARE AS A MANAGER

- Values and identity
- Balancing humility and courage
- Care and control of one's self-esteem
- Individual strategies for a constructive approach to change



## SABINE PELZMANN <sup>MSC MBA</sup>

Sabine Pelzmann works as a coach, consultant, sculptor and author. She is lecturing at several universities on leadership, system theory and organizational development. She is the mother of two daughters.

She is heading a consultancy firm in Graz and has been working with executives in expert, profit, non-profit and public organizations for more than 20 years. She is experienced in the conception and implementation of change processes as well as the design of reflexive leadership development programs.

The central themes of her consulting are change, release, decision, reorientation and unique leadership.

Sabine Pelzmann was born in Austria in 1966 and grew up on a farm. She studied at the University of Natural Resources and Life Sciences Vienna and at the Danube University Krems. During her studies, she has worked with growth processes, integrative consulting, system theory, process-oriented psychology and ecological approaches to business and agriculture. Her multidisciplinary education allows her to work in various fields. Interdisciplinarity, cross-sectoral approaches, value orientation and relation to real life characterize her work.

Sabine Pelzmann has consulting experience in Austria, Denmark, Georgia, Israel, Italy, Switzerland, Ukraine and the United States. Leadership and management theories, the integrative approach by Hilarion Petzold, process-oriented psychology and the archetype concept constitute the basis of her work.



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