

# Purpose-Driven Leadership Training



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## Kick-off & Preparation

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Dear zentor Bootcampers,

Welcome to your leadership training! I very much look forward to working with you on the most important aspect in essentially any business: How to lead others – not only for the benefit of the company, but also for the overall mental and physical wellbeing of your employees and yourself (thus contributing to a positive society – at least that's my belief).

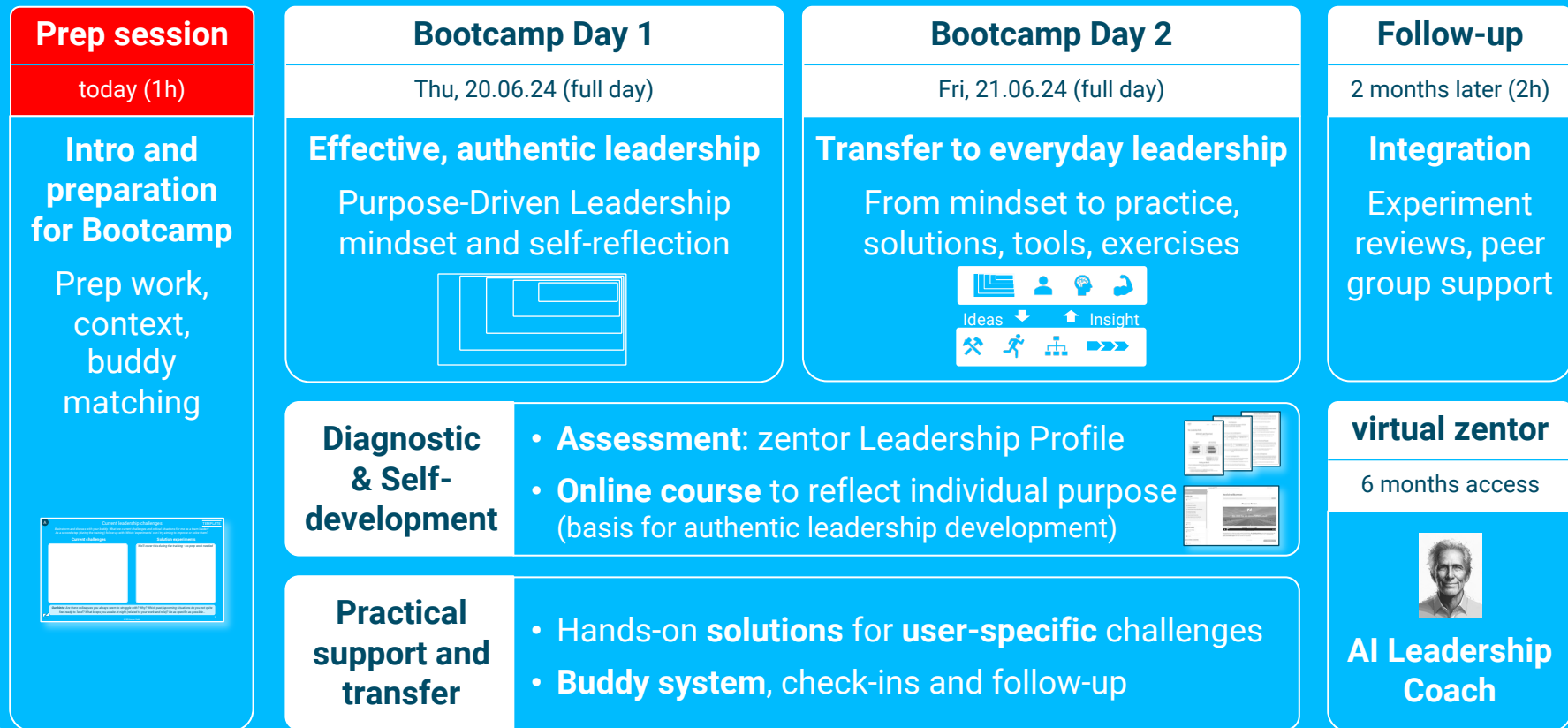
Since leadership is such a broad topic, it's impossible to cover ALL practical aspects of good leadership. We focus on training a 'mindset', which allows you to refine your own practices. Leadership is situational and individually different, hence we'll show you approaches how to develop and continuously hone your individual leadership style – not a one-size-fits-all.

To achieve this and ensure you can make the most of this training, I would like to ask you to prepare a few things in advance, which we outline in this document. An unusual task might seem the online course called 'Finding Purpose'. Given a core element of good leadership is to know your self, your strengths and purpose, your WHY, I encourage you to check out the online course. I look forward to seeing you in the training!

Your Dr. Valentin Schellhaas



# zentor's Purpose-Driven Leadership Training combines live/virtual and self-paced learning modules for effective learning and transfer into everyday practice



# Your 'buddy' is a partner along your journey of learning how to become an even better leader

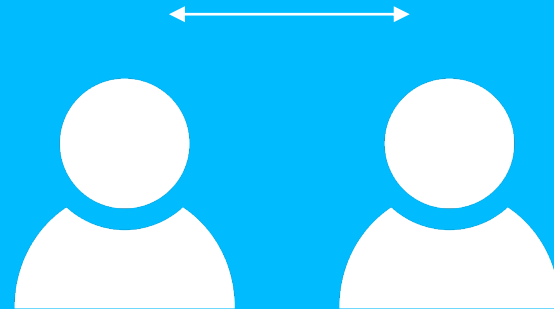
## The 'buddy' process

Think of it as your gym partner

- Change is hard, but get's **easier with a buddy**
- You'll receive specific **buddy tasks** throughout the training
- Meet with your buddy to **share ideas** (we recommend every 2 weeks)

## Buddy matching

(See training for matched buddies)



# Preparation for your Purpose Driven Leadership Training

A

## Current Leadership Challenges

Collect ideas & discuss with your 'buddy'

- What are current challenges in leadership?
- What are difficult situations for me?

30 min

B

## Assessment of Your Leadership

zentor Leadership Profile

- Self-Evaluation
- Team Evaluation

15 min

C

## Defining Moments + Online Course

Reflect and bring defining moments of your past

+ Online Course "Finding Purpose" (Self-Competence)

- Definitions
- Moments of Joy and Happiness
- Understanding Purpose
- Life line & defining moments

15 min

+ ca. 1h online course

→ login credentials via email (after this meeting)

# Prep work A: Brainstorm and discuss current leadership challenges

30 MIN

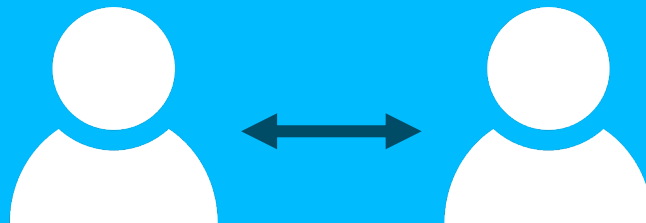
1

## Brainstorm (individually)

- What are **current challenges** for me as a leader?
- What are 'critical' leadership **situations**?

2

## Share & discuss with your buddy



→ See template in backup

# Current leadership challenges

*Brainstorm and discuss with your buddy. What are current challenges and critical situations for me as a team leader?  
As a second step (during the training) follow-up with: Which 'experiments' can I try aiming to improve or solve them?*

## Current challenges

## Solution experiments

*We'll cover this during the training - no prep work needed*

**Our hints:** Are there colleagues you always seem to struggle with? Why? Which past/upcoming situations do you not quite feel ready to 'lead'? What keeps you awake at night (related to your work and role)? Be as specific as possible...

## Prep work B: Assessment of your current leadership

15 MIN

1

### Do a self-assessment

- Log in to [academy.zentor.de](https://academy.zentor.de)
- Open group '... **Leadership Program**'
- Click on '**zentor Leadership Profile Evaluation**'
- Follow **instructions**  
(make sure "manager / leader" is selected as your role for the survey)

2

### Ask your team for their perspective

*Optional*

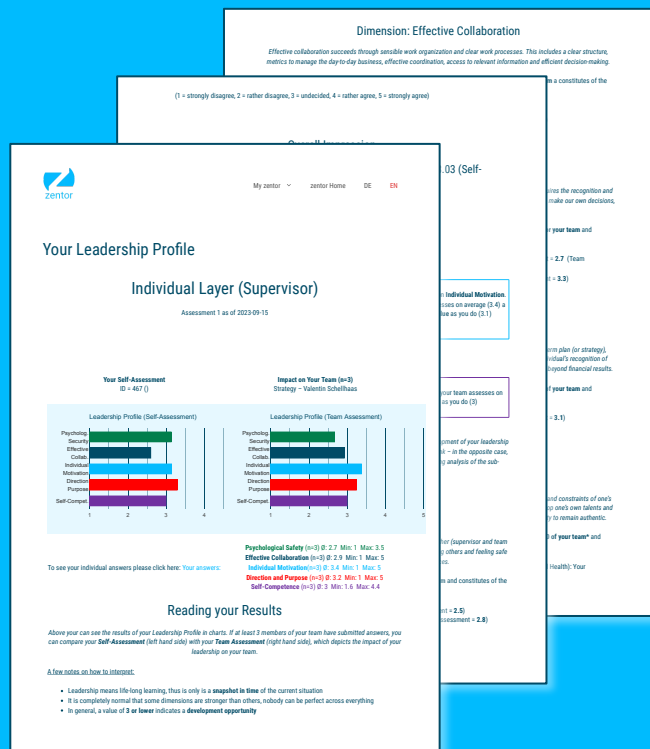
- **Send survey link** to your team (see instructions)
- Wait for them to complete the survey
- You need replies from **at least 3 team members** to view their perspective

→ login credentials via email (after this meeting)



# The zentor Leadership Profile provides data-driven insights on leadership competencies, development opportunities and team culture

NEW TOOL



## zentor Leadership Profile

- 34-item assessment on five core leadership dimensions
- Evaluation of self image and impact on team\*
- Allows to assess development over time
- Within-company comparison provides additional development insights
- Optional: Team and culture assessment

log in to [academy.zentor.de](https://academy.zentor.de)

Courses > Assigned Groups > ... Leadership Program  
> zentor Leadership Profile Evaluation



# Prep work C: Note down defining moments of your life

15 MIN

## Context

- We usually experience several moments in our life that leave a **lasting impression** on who we are
- These **defining moments** allow us to get a glimpse of a „deeper“ self in the form of emotions, behavior, etc.
- Re-occurring **patterns** across moments hint at elements of our **identity**, e.g., values, strengths, etc.

→ See online course: *Life line and defining moments*

## Task

- Remember the most **defining experiences** in your life
- Find **specific moments** (positive and/or negative), which had a lasting impact on you
- Note these moments down as bullet points for the training

→ See examples on next page & template in backup

# Prep work C: Defining moments – examples



What were the defining positive & negative moments in your life?  
Which experiences left a lasting impression?

# Prep work C: Complete at least 4 key chapters of online course „Finding Purpose“

1h

The pursuit of happiness	Strategies for a fulfilling life	Understanding and developing purpose	Your Purpose Statement
<p>Introduction</p> <ul style="list-style-type: none"> <li>Welcome</li> <li>Introduction &amp; course structure</li> <li>Goal setting</li> <li>Visualize your journey</li> </ul> <p><b>Definitions</b> ★</p> <ul style="list-style-type: none"> <li>Definitions of happiness and a fulfilling life</li> <li>Status check and what's missing</li> <li>Experience and collect moments of happiness</li> </ul>	<p>Strategies for the pursuit of happiness</p> <ul style="list-style-type: none"> <li>Strategies for a fulfilling live</li> <li>Happiness balance</li> <li>The role of your gut feeling and how to train it</li> </ul> <p><b>Moments of joy and happiness</b> ★</p> <ul style="list-style-type: none"> <li>Approaches to happiness and fulfillment</li> <li>Key sources of happiness</li> </ul>	<p>Bonus: ZPS, hurdles, model for a fulfilling life</p> <ul style="list-style-type: none"> <li>The zentor Purpose Score (ZPS)</li> <li>Common obstacles in your pursuit of happiness</li> <li>A model for a fulfilling life</li> </ul> <p><b>Understanding purpose</b> ★</p> <ul style="list-style-type: none"> <li>Understand and find purpose</li> </ul> <p><b>Life-line and defining moments</b> ★</p> <ul style="list-style-type: none"> <li>Defining moments in our life (Life-line technique)</li> <li>Reflecting on defining moments</li> </ul>	<p>Strengths, values and impact</p> <ul style="list-style-type: none"> <li>Recognize your strengths, values and impact</li> <li>Further techniques to assess your signature strengths</li> </ul> <p>Purpose Statement</p> <ul style="list-style-type: none"> <li>Develop a Purpose Statement</li> <li>Feel your Purpose Statement</li> </ul> <p>Congratulations and wrap-up</p> <ul style="list-style-type: none"> <li>Integrating your key insights</li> <li>Visualize turning ideas into reality</li> </ul>

★ = Key chapters for Purpose-Driven Leadership Training

# Current leadership challenges

*Brainstorm and discuss with your buddy. What are current challenges and critical situations for me as a team leader?  
As a second step (during the training) follow-up with: Which 'experiments' can I try aiming to improve or solve them?*

## Current challenges

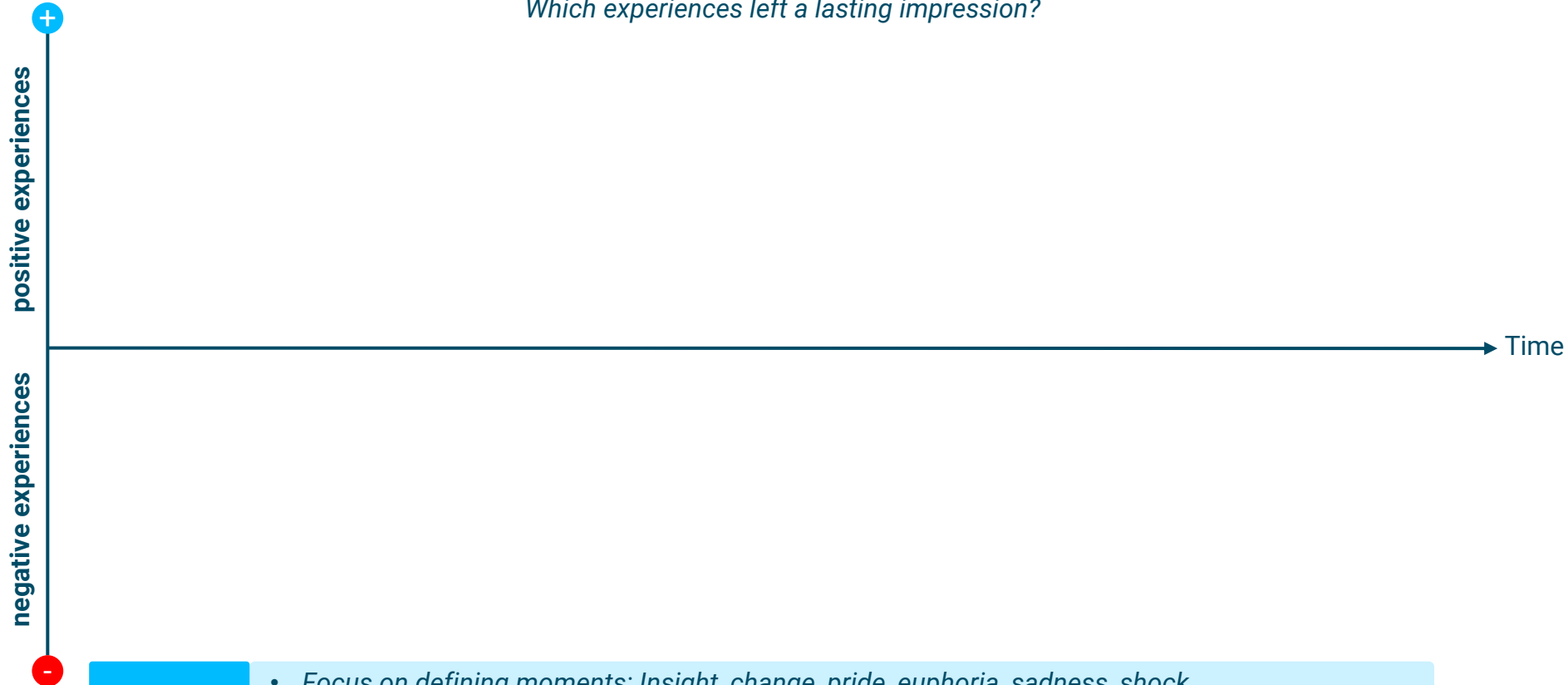
## Solution experiments

*We'll cover this during the training - no prep work needed*

**Our hints:** Are there colleagues you always seem to struggle with? Why? Which past/upcoming situations do you not quite feel ready to 'lead'? What keeps you awake at night (related to your work and role)? Be as specific as possible...

# Defining moments

*What were the defining positive & negative moments in your life?  
Which experiences left a lasting impression?*



## Hints

- Focus on defining moments: Insight, change, pride, euphoria, sadness, shock...
- The more specific the better (when, what, how, who, which takeaway, which feeling ...?)
- List doesn't have to be complete (but suggest top/bottom 3 defining moments)