

A night photograph of a city skyline, likely New York City, featuring a prominent skyscraper (One World Trade Center) with its lights on, reflecting in the water. The sky is a deep blue, and the city lights create a vibrant reflection on the water's surface.

INTERNATIONAL EXECUTIVE LEADERSHIP MASTERCLASS

*I.E.L.M.
Vintage VIII
2026/27*

A 5 Module Leadership Development Program

For Corporate & Business Unit leaders, Emerging Leadership Talent & HR / Talent Managers

5 modules over the course of 11 months in 2026/27

GOALS

- Enhancement of Individual Leadership attitudes and skills
- Transformation of Individual & Corporate Leadership mindset
- Create & Drive possibilities in a challenging and complex environment
- Accelerate Culture transformation within the Organization
- Anchoring impact into relevant surroundings & society (CSR/ESG)



CONCEPT

Module I: **The Hero:** A journey into Self Leadership

Module II: **The Navigator:** The Leader's Challenge

Module III: **The Game changer:** The Power of Metamorphosis

Module IV: **The Designer:** Directing & Shaping the Organization

Module V: **The Co-Creator:** Enabling WeQ & Nurturing Teaming

Start and End:

Day 1 02.00 pm – Day 3 02.00 pm

xpand

FORMAT & DESIGN

- 14 to max. 18 participants from 4-8 organizations
- 4 xpend consultants / coaches per Module
- 5 modules over 11 months
- Each module: 2pm-to 2pm (2 nights over three days)
- Individual coaching sessions with choice of language (English, German, Spanish, Dutch, French, Italian)
- Peer coaching sessions in between modules
- Locations: European footprint in France, Belgium, Netherlands and Germany

Vintage VIII



xpend

MODULE I. - THE HERO

A journey into Self Leadership

Unleash your potential & Design a Resilient Life

- Personal Mastery in the 21th century
- My story line and self reflection
- Building blocks of individual potential : Personality, Talents, Values and styles of creativity
- My mission and big 5 for my professional and private life
- My healthy integrated work-life style
- Competences and resources for a strong level of resilience
- Personal development plan
- The toolbox for self leadership

MODULE II. - THE NAVIGATOR

The Leader's Challenge in a Complex World

- Leadership in a VUCA environment
- Authentic Leadership
- The executive Leadership scan: My strength's, weaknesses and challenges
- How to handle power and integrity
- Futureable leadership to lead your organization to the next level
- Cross-gender, cross-generational and cross-cultural leadership
- The toolbox of situational leadership
- My leadership development plan

MODULE III. - THE GAME CHANGER

The Power of Metamorphosis

Business generation through strategic & organizational development

- The innovation process in the 21th century
- The tool box of Design thinking
- History and “State of the art” of agility
- Agile mindset and Agile leadership
- From Ideation to Implementation: Using creativity techniques to empower the unique potential of your team
- Entrepreneurship and effectuation in a fast changing market
- Creating our number 1 position in the market
- My personal life long learning plan in innovation and design thinking

MODULE IV. - THE DESIGNER

Directing and Shaping the Organization

Develop a futurable & evolutionary leadership mindset

- Discover the reality of your organization: Where do you come from?
- 5 levels of organizational consciousness (Laloux)
- XOS: the professional organizational scan: Discover strength and weakness of all 7 Organizational Elements
- Potential and maturity levels of your organization
- Design Your next level organizational Culture
- Strategic design to create the roadmap to sustainable success
- Build to last: Transitional leadership to leverage emotional commitment to change
- Application of practice cases from your own Environment

MODULE V. - THE CO-CREATOR

Enabling WeQ & Nurturing Teaming

Understanding & Implementing a Collaborative Culture

- The elements of the teams of the future
- Team 4.0 scan: The starting point for your team growth
- Your unique Team culture as your highest team capital
- How to get Self responsibility and commitment in your team
- Building an innovative customer oriented team
- The toolbox of a WeQ culture and framework
- Effective conflict handling and courageous feedback
- Building high performance teams
- Team of Teams: Creating strong, innovative and effective eco-systems



DATES

Module I: The Hero: A journey into Self Leadership	Mar 17 – 19, 2026
Module II: The Navigator: The Leader's Challenge	May 20 – 22, 2026
Module III: The Game changer: The Power of Metamorphosis	Sep 02 – 04, 2026
Module IV: The Designer: Directing & Shaping the Organization	Dec 01 – 03, 2026
Module V: The Co-Creator: Enabling WeQ & Nurturing Teaming	Feb 17 – 19, 2027

Start and End:

Day 1 02.00 pm – Day 3 02.00 pm

The logo for 'xpand' features a stylized red 'x' followed by the word 'pand' in white lowercase letters, all set against a dark blue rectangular background.

COST

- Package price for 5 modules @ 3 days /2 nights: €13.950,- EUR plus VAT
- Cost includes training modules, materials, coaching, skype sessions, day catering
- Additional cost: accommodation & breakfast (xpand to provide booking options)

CONTACT & REGISTRATION

Independently of the participants' home country the registration will be handled through xpand Germany

xpand Deutschland GmbH

Ernst-Pentzold-Weg 9

91080 Spardorf, Germany

Phone: +49 (0)821 21700080

Email: office@xpand.pro