



**INTERNATIONAL EXECUTIVE  
LEADERSHIP MASTERCLASS**

*I.E.L.M.  
Vintage VII  
2025/26*

## A 5 Module Leadership Development Program

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

5 modules over the course of 9 months in 2025/26

### 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 01.00 pm – Day 3 01.00 pm



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## FORMAT & DESIGN

- 14 to max. 18 participants from 4-8 organizations
- 4 xpanse consultants / coaches per Module
- 5 modules over 9 months
- Each module: 3pm-to 3pm (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



## 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

May 26 – 28, 2025

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

July 02 – 04, 2025

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

Sep 30 – Oct 2, 2025

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

Nov 26 – 28, 2025

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

Feb 18 – 20, 2026

Start and End:

Day 1 01.00 pm – Day 3 01.00 pm



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## COST

- Package price for 5 modules @ 3 days /2 nights: €13.700,- 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**

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