

# Developing leadership within German PES

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Implementation

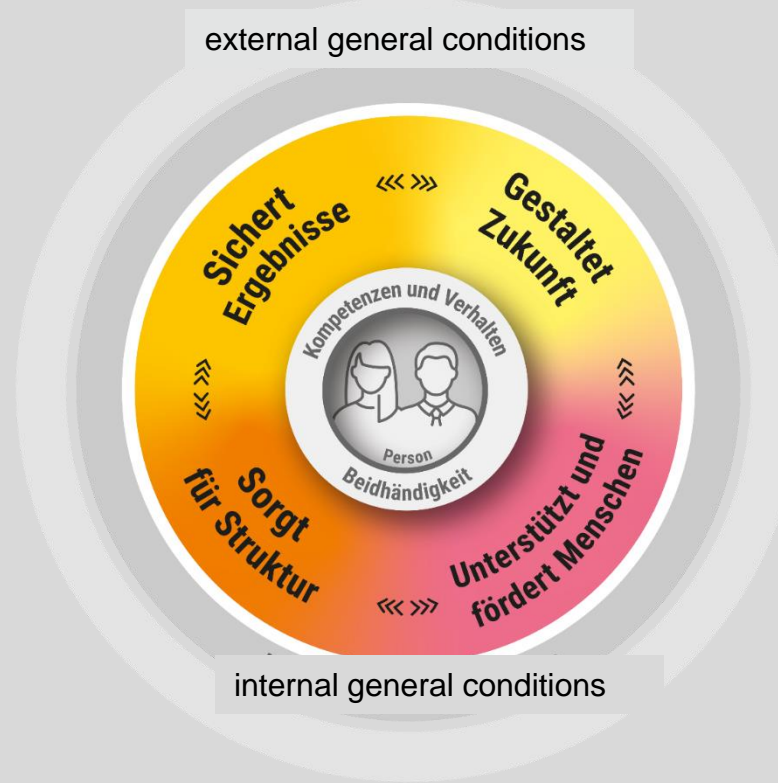


**Bundesagentur  
für Arbeit**

# Leadership Academy – we design and deliver the leadership development

## Competence Centre

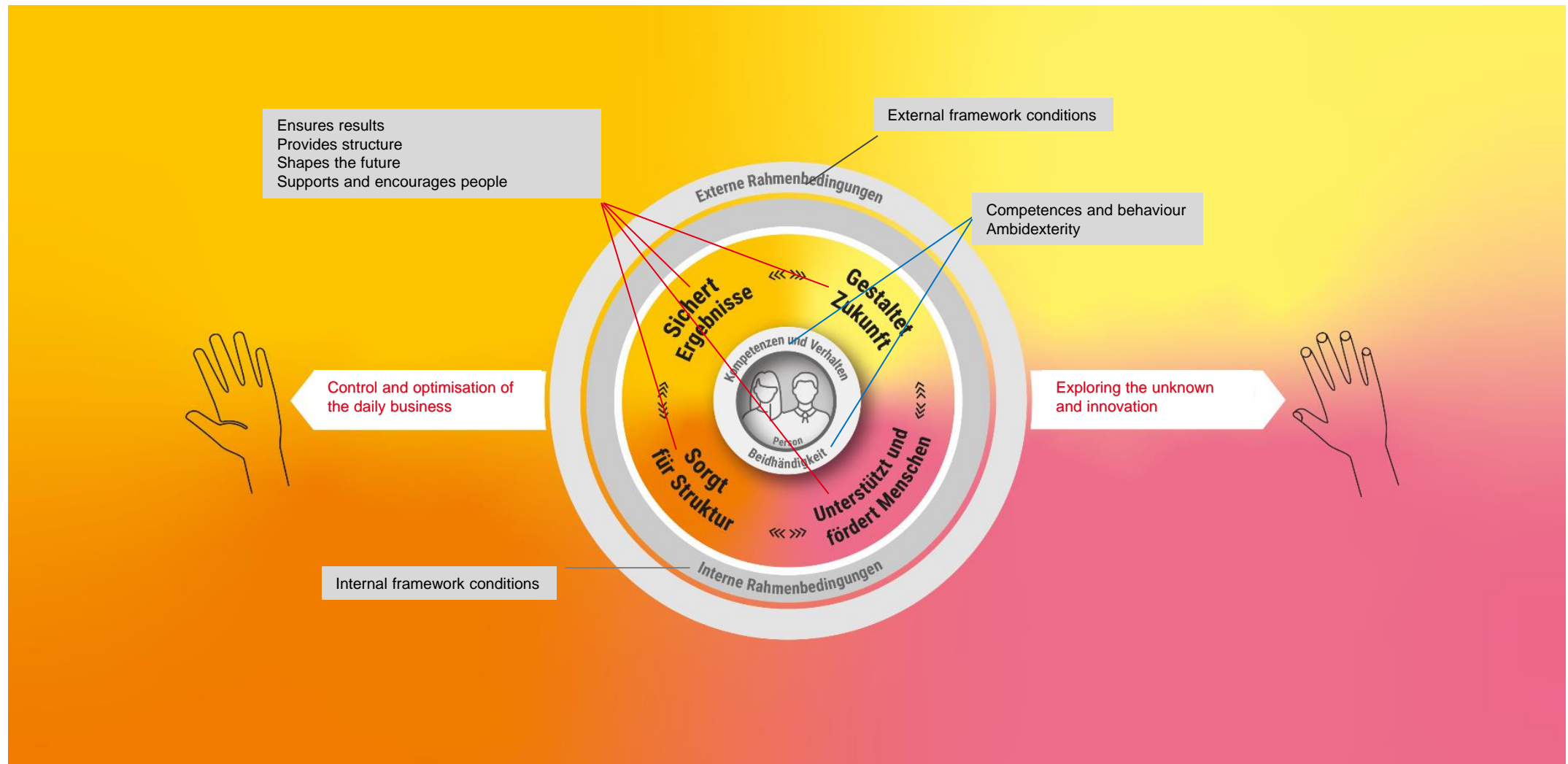
- **Qualification products for management levels**
  - team and divisional management designed, implemented and performed
- **The programme consists of special training courses, such as**
  - management trainee programme
  - "TOP"- transfer and orientation for internal high potentials
  - programmes "taking the lead" and "developing leadership"
  - expert to leader
  - graduate support programme for internal students (AFP)
- ...



## Transfer of leadership competence and strategy

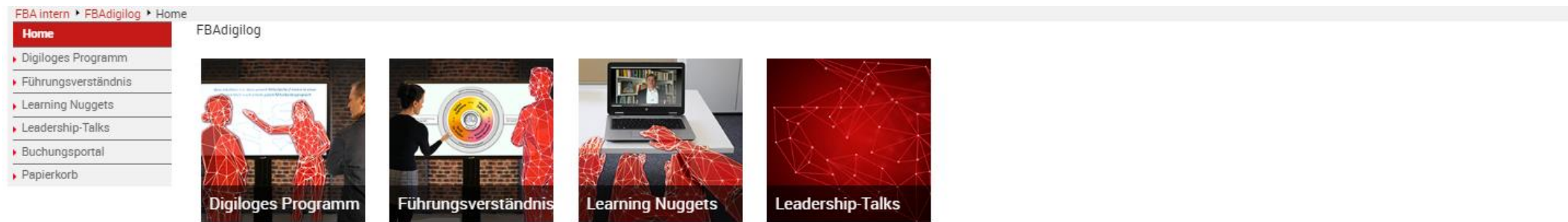
- **Qualification products for senior executives at BA, such as**
  - the chair persons of the management of the employment agencies and the management of the jobcenters
- In addition to internal trainers, external trainers are also used **to develop and implement** the training programme.
- **The programme of the Leadership Academy** comprises the consecutive seminars of the management development programme, supplementary seminars as well as offers for management teams, various forums and innovation formats.

**Our understanding of leadership is based on the idea of two-handed leadership: balancing day-to-day business and shaping the future in a way that is appropriate to the situation.**



# Digilogue programme for leadership personnel

## Our services - digital, analogue or hybrid



### Our services - digital, analogue or hybrid

Auf dieser Seite erhalten Sie einen Überblick darauf, was in Kürze in der FBA stattfinden wird.  
Aber wir haben noch viel mehr im Angebot – stöbern Sie dazu unter der jeweiligen Kachel, Sie sind nur einen Klick entfernt.

- **DIGILOGES PROGRAMM** – Übersicht **aller** aktuell geplanten Veranstaltungen mit Buchungsoption
- **LEARNING NUGGETS** – Programmimpulse und ausgesuchte Netzfunde
- **TIME4LEADERSHIP** – Kompakte Impulse, Talks, Tools und Gespräche mit externen Referenten

Unser Angebot ist digilog. Wir bieten für unterschiedliche Ebenen (Individuum / Team / Organisation) ein vernetztes, innovatives und interaktives Leistungsportfolio und vereinen das Beste aus analoger und digitaler Welt.

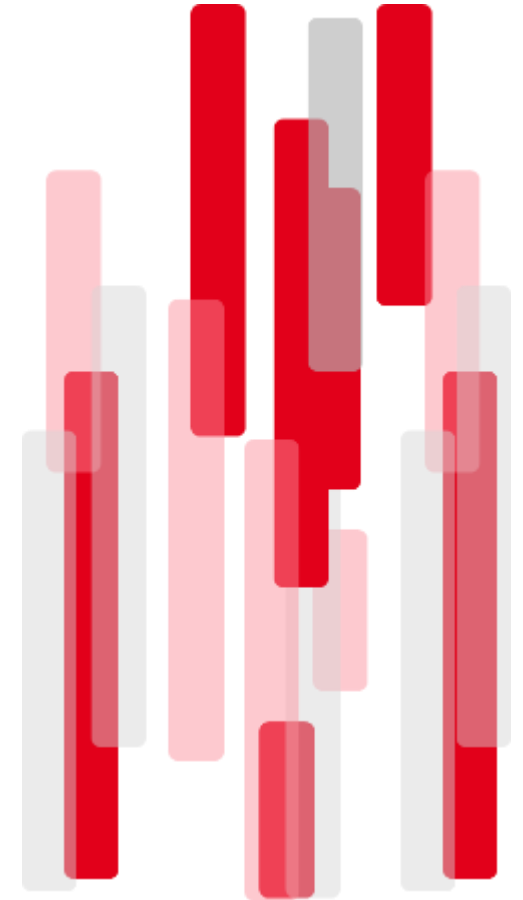
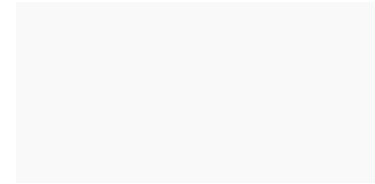
Wir gestalten unsere Angebotsentwicklung iterativ. Damit wollen wir früh dran sein an Ihren Wünschen und Bedürfnissen – wir nehmen Ihr Feedback ernst und entwickeln uns und unsere Angebote ständig weiter.  
Regelmäßig aktualisieren wir unsere Angebotspalette – schauen Sie rein, es lohnt sich. Ihre Anmeldung zum jeweiligen Angebot können Sie direkt über unser Buchungsportal veranlassen.

Bestimmt ist etwas für Sie dabei...

Executive Experience Ambidextrie – competing commitments – Transfer 01.12.2023 15:00 01.12.2023 17:00	Executive Experience Ambidextrie – Integrationsfähigkeit – Transfer 01.12.2023 15:00 01.12.2023 17:00
Leadership Talk - Green Leadership - #GemeinsamNachhaltig: Business Cases for Sustainability 06.12.2023 10:30 06.12.2023 12:00	In anspruchsvollen Zeiten mutig gestalten (FKEP) 13.12.2023 13:00 14.12.2023 12:00

# Agenda

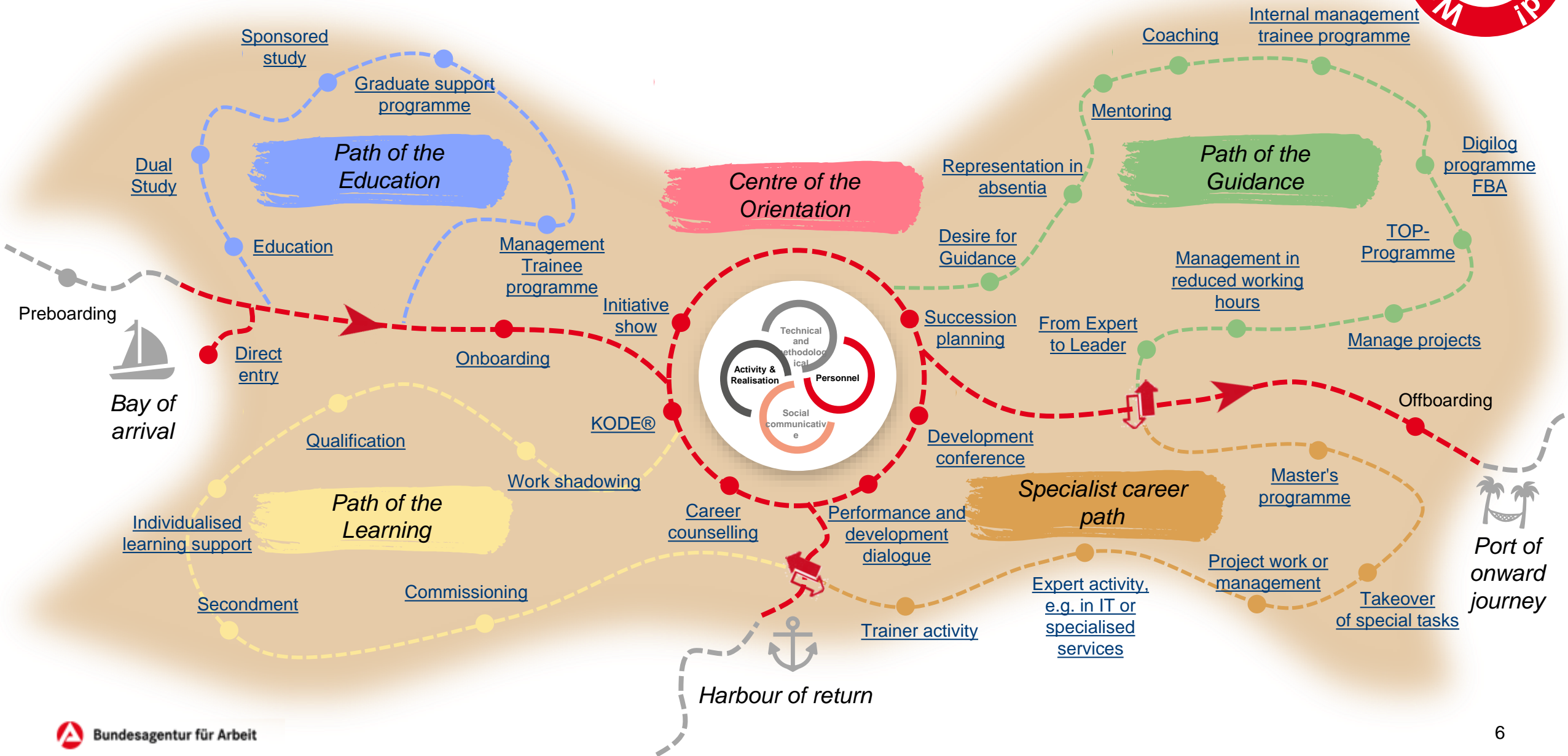
- 1** The isle of professional development
- 2 Example: From expert to leader
- 3 Example: Keeping the lead
- 4 Example: Trainee Programme





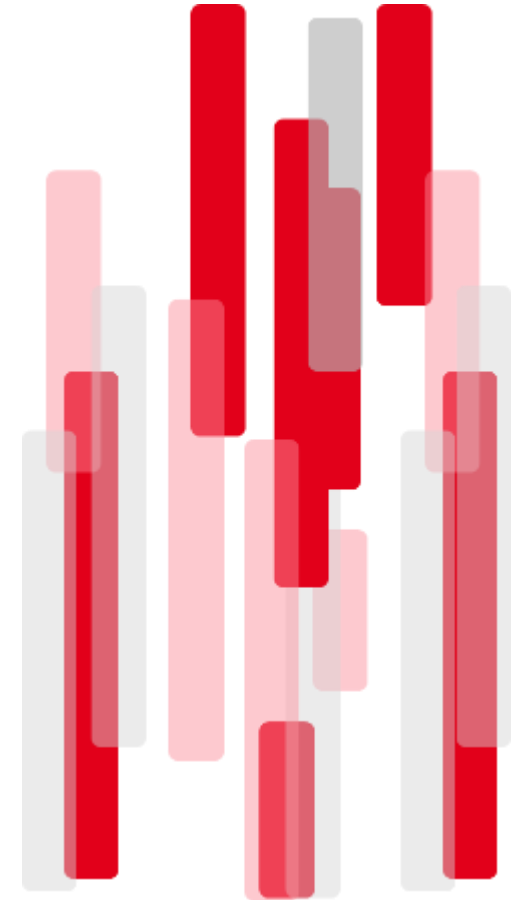
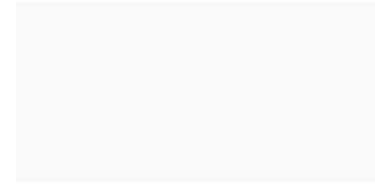
# Isle of professional development @BA

Discover **opportunities**. Seize **opportunities**. Show **initiative**.



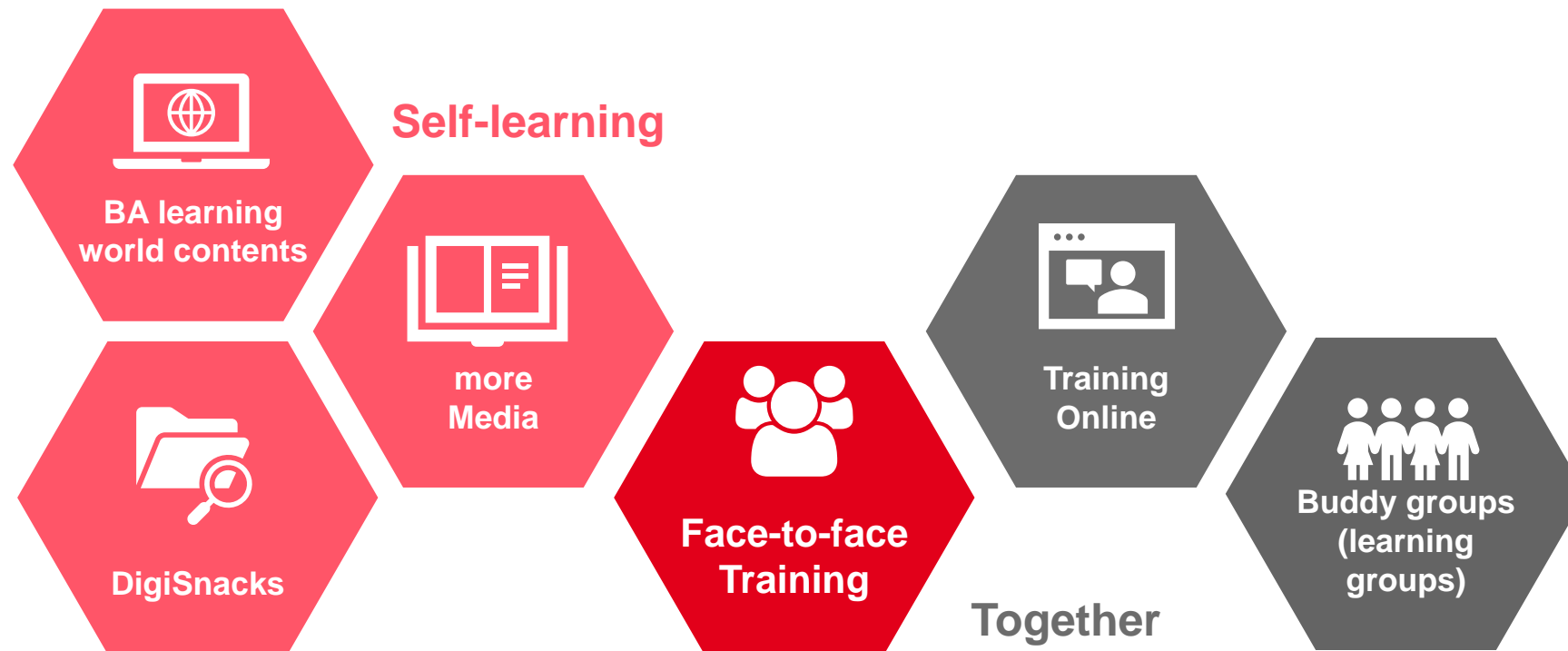
# Agenda

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# Various learning formats are integrated into the programme

From expert to leader



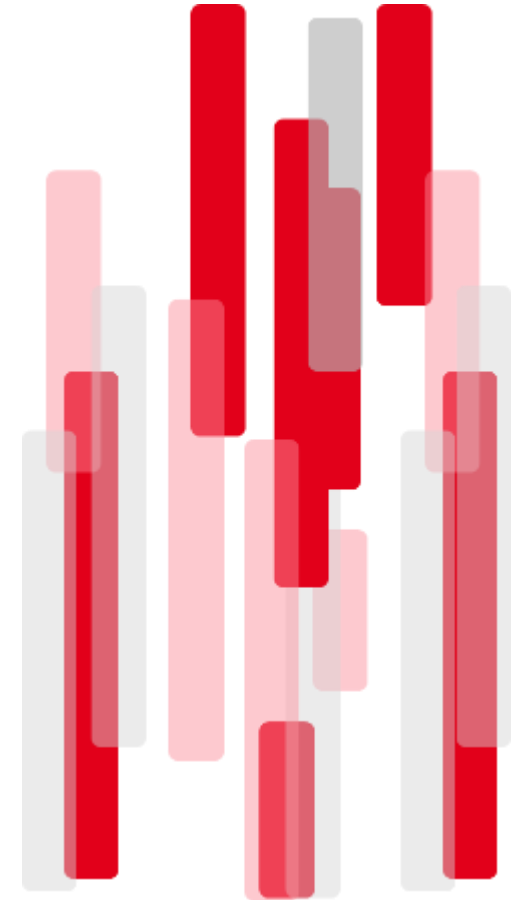
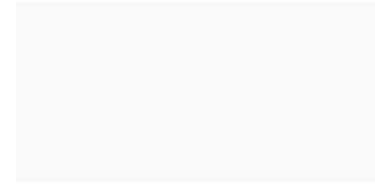


# From expert to leader - basic information

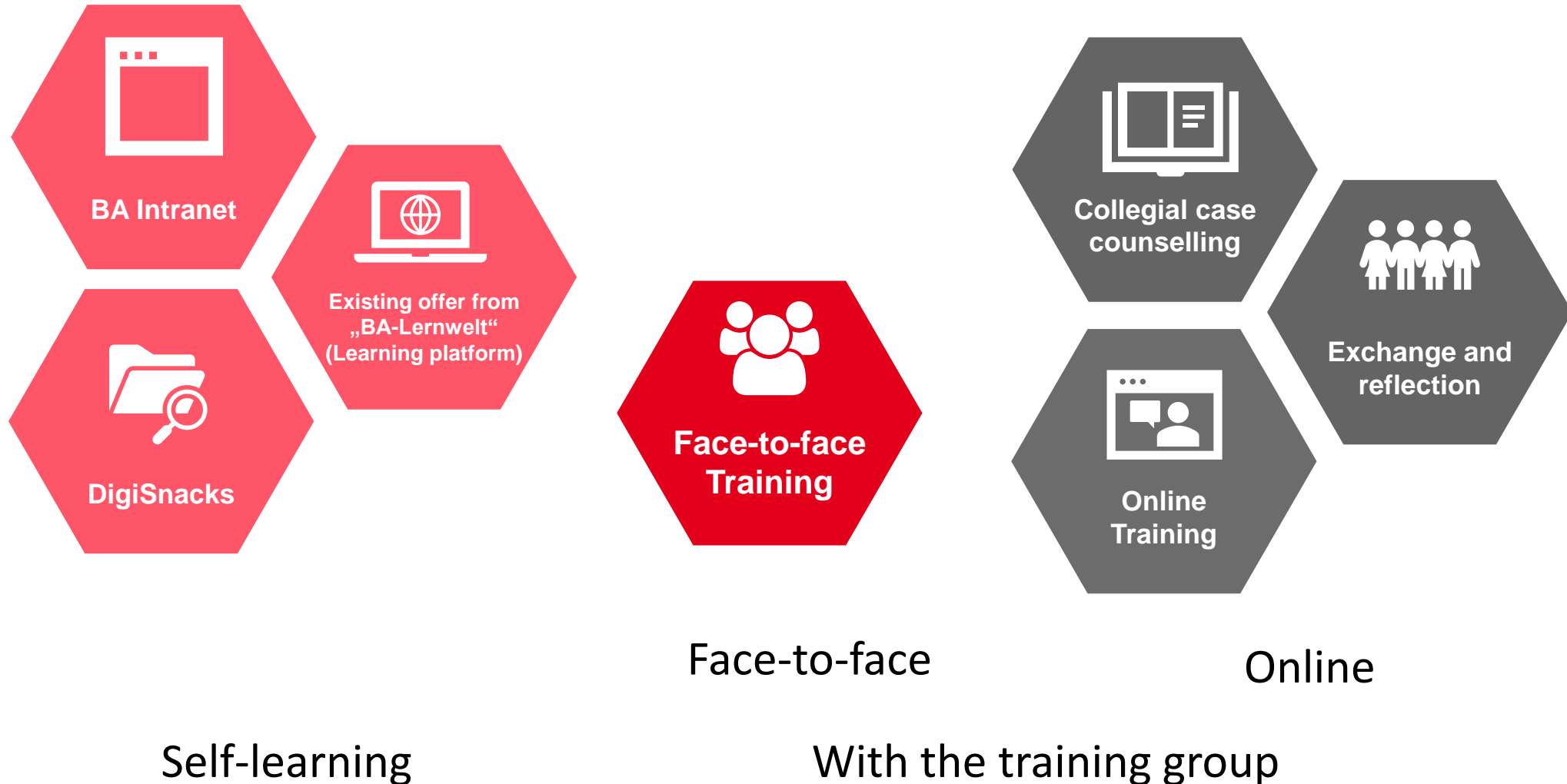
- **Target group:** Employees who have taken on leadership positions in Non-tariff employees I (AT I) (priority) or Activity level I (TE I) and have not previously participated in leadership development programmes such as "Taking the lead" and for whom no other leadership qualification programme is offered (e.g. Leading Doctors).
- **Objective:** To convey basic management knowledge in a condensed form
- **Number of participants:** 14 participants per course
- **Scope:** 3 modules - 15 days plus 16 hours of online training, self-study modules and buddy group work in the two transfer phases between the face-to-face training sessions (period: 7 months)
- **Frequency:** organised by the FBA 1-2 times a year (running since 2022)

# Agenda

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# Various **learning formats** are integrated into the „**Keeping the lead**“ program



# Basic information on the planned training program „Keeping the lead“



## Target group:

Experienced managers whose training was based on the previously valid curriculum.

## Goals / learning objectives:



- **Teaching** content from „In Führung gehen (IFG) - neu“ („Taking the lead 2.0“), which complements the previous programme
- **Reflection** on your own day-to-day management based on current events, trends and challenges
- Gain a deeper **awareness** of your own leadership role (especially in the context of service agreement, learning, digitalisation, agility and other trend topics)
- Reflection of the known IFG contents with own management experience and **own level of knowledge**
- Intensify "**employee empowerment**" and (re)familiarise yourself with the importance of **learning transfer supported by your superior manager**
- Getting to know and trying out **agile working methods**
- **Form a new network between managers** for exchange and mutual support (formation of new **networks** through new group composition)
- Use the possibilities of **collegial case counselling**



## Possible structure:

- 2 face-to-face training sessions (2x2 net days)
  - z. e.g.: Monday midday - Wednesday midday
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- 2 online appointments (1 x 2 hours intro / 1 x 5 hours transfer phase)
- Self-study (approx. 3 days)
- Reflection day (1 day - face-to-face or online)

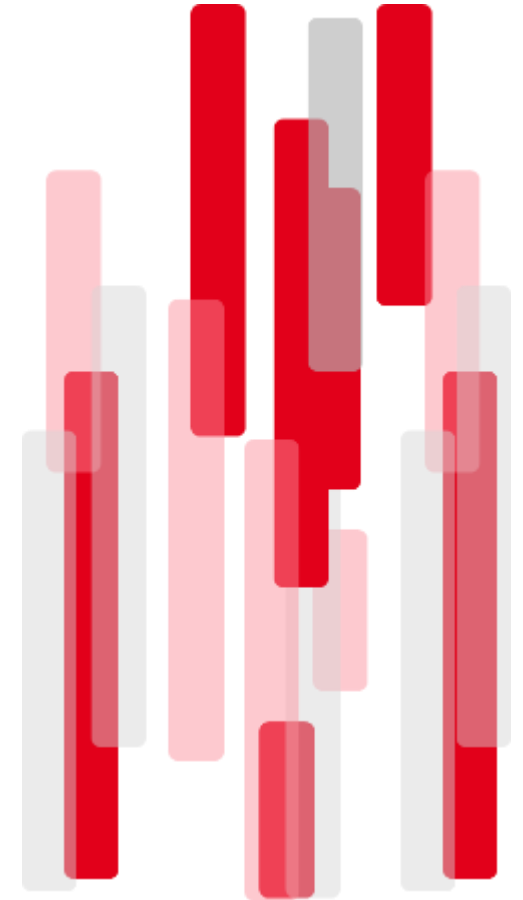
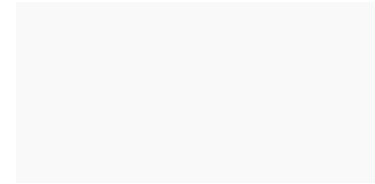


## Notes:

- Blended learning format
- Content is mainly taken from basic management training (new IFG, expanding leadership)
- Optional offer

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# Utilising internal potential “The trainee programme” as an attractive development opportunity

## Content of the trainee programme for internal staff

