

DEVELOPMENT POTENTIAL



Are you committed to your **leadership**? Dedicated to your people and always interested in giving them room to develop?

And yet sometimes you feel there is little sustainable **momentum**?

It could be that you are *too close* to your topic.
One step back can help: **ZoomOut**.

The ISB's (Institut for Systemic Consulting, Wiesloch) 5 foci on **development potentials** can help you adopt different perspectives and thus identify effective **leverage** for **development**:

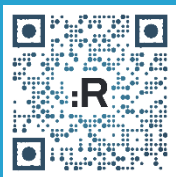
Personality. Sometimes the issue lies with the individual. To resolve this, utilize self-reflection and feedback to help untangle the personal issues from the work dynamics.

Role. Are there competencies, clarifications or knowledge that are missing, but needed to fill the role well?

Culture. Does the company culture make it difficult to speak openly or work in a different way?

Structure. Are relevant authorities and resources missing? Are responsibilities and decision-making processes poorly defined?

Expertise. Does a specific task simply require more relevant expertise?



Curious For
More Tools?
(click or scan qr-code)

