



## Andre B.

Senior Process Manager

Nationality: German

Current Location: Basel, Switzerland

Program Participant: August 2017 - July 2018



### Main leadership challenge at the outset:

- How to motivate people to get tasks done even though they did not formally report to me
- How to manage myself in the best way possible
- Not understanding my unique leadership style and approach
- Lack of clarity on career path (my role did not satisfy me at the time)



### Key learnings during the program:

- Understanding how much more effective it is to lead with purpose
- Using coaching methods to help find solutions, which is a lot more rewarding for me and the people I work with
- I realized that I would be more passionate in a different role and applied for it



### My program highlights:

- The most sustainable program I have ever attended
- Aligning my leadership purpose with my professional goals
- Continuous reflection and feedback helped me develop my unique leadership style
- Building a strong network to exchange and discuss ideas



### Personal Impact:

- Developing my very own time and task management system
- Working and leading a lot more efficiently than before
- Reflecting on self development has become a habit



### Business impact:

- Coaching Leadership
- Resilience
- Time Management
- Stakeholder Management

»It is a life changing experience not to miss! In other programs you just learn something but you do not apply it and when you go back to your job, nothing changes. During this GAIA Insights program you are constantly reflecting and working on yourself. Even the enforced assignments, which I had to get used to at first, helped me a lot in the end. I got pushed out of my comfort zone and that is where I learned the most about myself and how I wanted to develop and change myself.«