



# Simone Popp

Senior Investigator

Nationality: German

Current Location: Basel, Switzerland

Program Participant: August 2017 - July 2018



## Main leadership challenge at the outset:

- I struggled with leading a team of former peers
- Not understanding how my behavior and mindset impacted the team's performance and dynamics
- Operating in an environment with insufficient trust and no feedback culture
- Room for improvement in my personal energy management



## Key learnings during the program:

- Building trust starts with me as a leader
- How to take ownership and responsibility as a leader
- How to encourage and be a role model, open sharing of perspectives
- Implementing a feedback culture contributes to team success



## My program highlights:

- Other programs are short, condensed, and then you are left alone. In this program there is enough time to reflect and try out new behaviors in a safe environment
- Getting feedback and discussing my challenges with the Program Mentors



## Personal Impact:

- I am taking more ownership now, I am more resilient and adaptable
- Playing the time management game made a huge difference – I learned how to master my time and task management



## Business impact:

- My changed positive attitude impacted the teams behaviour – I was able to build more trust and apply more collaborative leadership
- My personal leadership style does encourage sharing and feedback

»I very much recommend this GAIA Insights program and you really have to invest the time because that's the only way to get so much out of it. What you put in, is what you get out. I would never have imagined the impact and long-lasting effect before starting the program! The biggest thing I learned is to take more 'Me Time', in order to perform well, to be energized and be a great role model for the team.«

