LEADERSHIP PROGRAM

Leading at the Edge

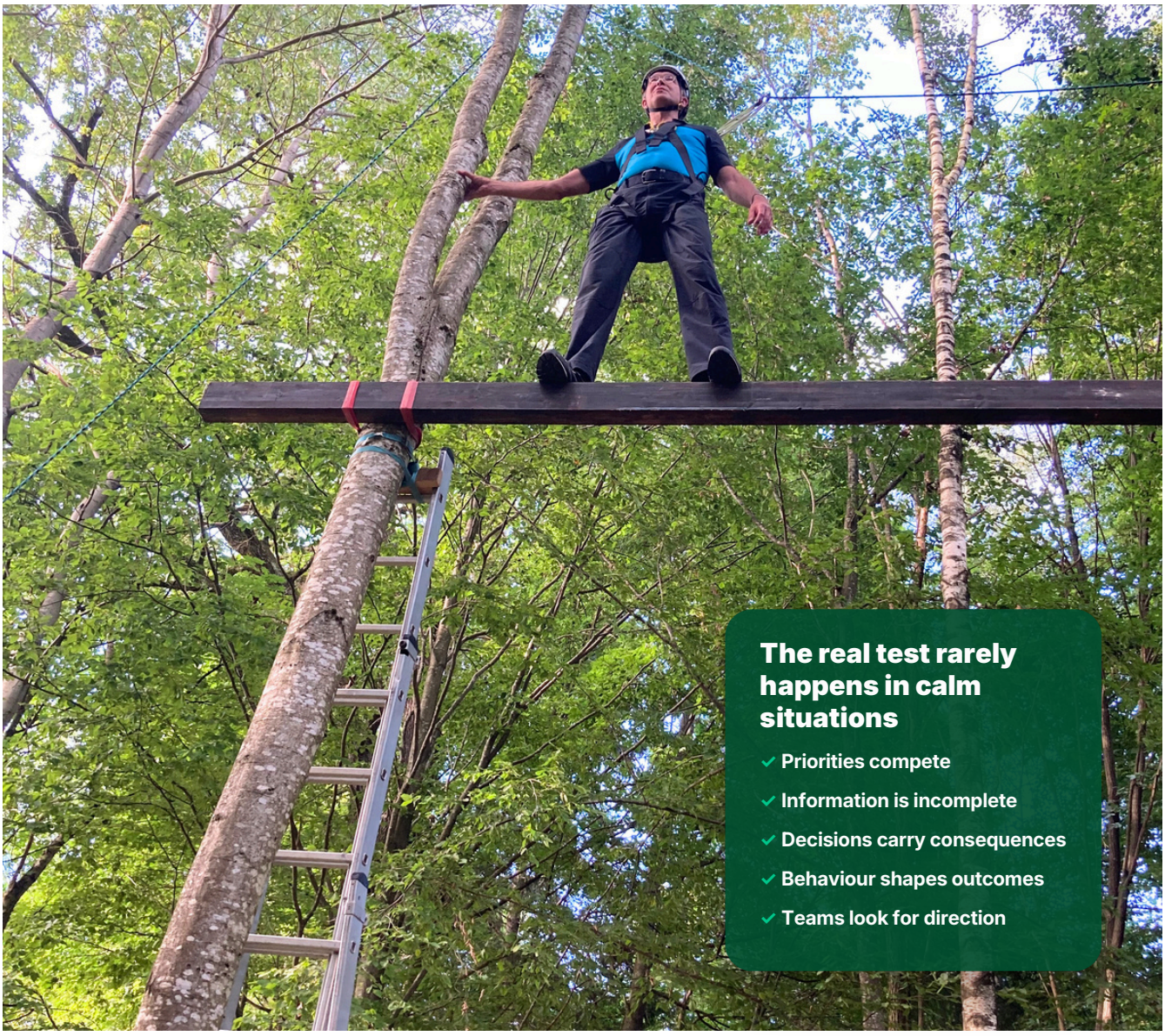
Develop how you lead when certainty disappears

Explore the program

STUCKI

Leadership is not learned in theory alone

It is revealed through behaviour



The real test rarely happens in calm situations

- Priorities compete
- Information is incomplete
- Decisions carry consequences
- Behaviour shapes outcomes
- Teams look for direction

> **In these moments, leadership is not defined by what people know. It is defined by how they communicate, decide, adapt, and create alignment.**

WHY EXPERIENTIAL LEARNING WORKS

Behaviour changes when it becomes visible

Most leadership programs focus on what leaders know. Leadership effectiveness is shaped by what leaders do when priorities compete, pressure increases, and certainty disappears.

The ability to communicate, decide, adapt, and influence others cannot be developed through theory alone.

WHAT THIS CREATES

Great self-awareness
Leaders recognise patterns, blind spots and impact.

Better decisions
Pressure reveals how leaders think and act.

Stronger communication
Clarity and alignment become observable.

Improved team performance
Teams perform better when trust, clarity, and ownership increase.

Higher trust
Psychological safety becomes practical.

Sustainable change
Learning is connected to daily leadership.

WHY THIS MATTERS

+25%
profitability in highly engaged teams

+90%
learning retention through active application

+22%
productivity in highly engaged teams

Source: Temkin Group, Harvard Business Review, National Training Laboratories

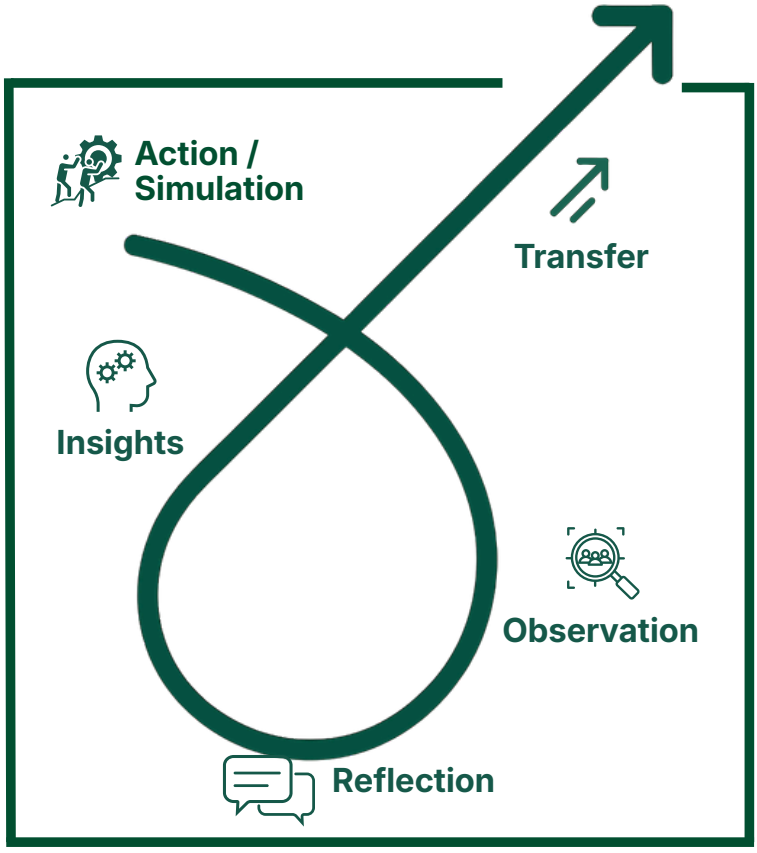
> **Leadership is not transformed by information alone. It changes when behaviour becomes visible, understood, and applied.**

The Stucki Method®

Leadership becomes visible through experience

Over the past 40 years, Stucki has continuously refined an experiential leadership methodology designed to create lasting behavioural change.

Rather than relying on passive learning, the Stucki Method® combines action, observation, reflection, and transfer to make leadership behaviour visible in real time and directly applicable to organisational reality.



The Stucki Method® transforms experience into lasting behavioural change through five interconnected phases.

Action

We ensure a memorable experience pushing your leaders to their limits – but never beyond.

Observation

The essential is often invisible to the eye; it needs to be observed through experience and action.

Reflection

Experiences are debriefed to uncover assumptions, patterns, and leadership impact.

Insights

Leaders gain deeper awareness of the behaviours shaping their leadership impact.

Transfer

Insights are translated into sustainable behavioural change within organisational reality.

Is this program for you?

Designed for leaders who have moved beyond the basics - and want to create real impact.

The real challenge is rarely knowledge.

It is how leaders communicate, decide and create alignment when priorities compete, pressure increases, and teams look for direction.

You might recognise yourself in this:

- You carry real responsibility for people, projects or performance.
- You know what good leadership looks like, but do not always act accordingly under pressure.
- You want your behaviour - not only your expertise - to create more impact.
- You want stronger ownership, alignment, and performance in your team.

Experienced Leaders
Team, project and department leaders with real responsibility.

Senior Leaders
Leaders navigating complexity, change, and organisational impact.

High Potentials
Talents preparing for broader leadership responsibilities.

Transitioning Managers
Professionals moving from expertise into leadership impact.

Leading at the Edge
Modules

Setting the Foundation

Virtual Kick-Off

Create focus for the journey

- Align expectations
- Define leadership challenges
- Connect individual goals to the program
- Prepare for the Come to the Edge experience

The Edge Experience

Come to the Edge

A two-day experiential leadership intensive.

Participants experience:

- uncertainty
- changing conditions
- competing priorities
- complex team dynamics

Leadership in Practice

Individual Coaching

Three individual coaching sessions help participants:

- reflect on observations
- identify behavioural patterns
- strengthen leadership effectiveness
- transfer learning into daily leadership

Sustaining Impact

Virtual Follow-Up Session

Sustain behavioural change

- Review progress
- Share experiences
- Reinforce transfer
- Define next development priorities

Come to the Edge

Stucki's flagship advanced leadership experience

Come to the Edge is Stucki's advanced experiential leadership format for leaders operating in complexity, uncertainty, and high-pressure environments.

As leaders are pushed towards the edge of their comfort zone, familiar habits are challenged and leadership behaviour becomes visible. The experience reveals how individuals and teams respond when pressure, complexity, and uncertainty increase.

Throughout the experience, leaders work with themes such as:

- decision-making under pressure
- communication in dynamic environments
- leadership without clear answers
- collaboration across boundaries
- balancing performance and psychological safety
- resilience in complex situations

As participants are pushed towards the edge of their comfort zone, individual and collective behaviours become visible. The experience creates opportunities to examine how leaders respond when pressure increases, expectations are unclear, and the stakes feel real.

Each experience is followed by structured reflection and transfer sessions with Stucki trainers. Insights are connected directly to organisational leadership challenges, team dynamics, and participants' day-to-day leadership reality.

The objective is not the experience itself, but the behavioural insight, leadership awareness, and practical application it creates.

Igniting the Fire

Leadership and team dynamics quickly become visible. Participants discover how they communicate, share ownership, and collaborate when direction is unclear, while patterns such as silo thinking and unclear accountability naturally emerge.

Carrying the Fire

Leadership is not tested by stability, but by change.

Participants explore how they respond to changing circumstances, competing priorities, and increasing complexity.

Protecting the Fire

Pressure creates visibility.

The experience highlights how trust, accountability, and psychological safety influence both individual and team performance.

Crossing the Edge

Leadership behaviour becomes visible when pressure increases and familiar solutions no longer apply.

Participants experience how their behaviour shapes confidence, ownership, resilience, and collective effectiveness under pressure.

Reflecting the Experience

Each phase is debriefed directly with trainers and connected to real organisational leadership situations.

Through guided reflection and coaching, participants identify patterns, uncover insights, and translate learning into practical leadership actions.

What you gain:

- ✓ Lead more effectively through uncertainty and under pressure
- ✓ Strengthen trust, ownership, and accountability within teams
- ✓ Navigate change with greater resilience
- ✓ Improve team performance through intentional leadership behaviour

The goal is not the challenge itself.
It is the leadership behaviour it reveals.

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I have developed thousands of leaders with Stucki across multiple organisations. Even the most reluctant leaders came back enthusiastic. Their ability to connect leadership strategy, organisational values and lived experience is exceptional.

Jean-Christophe Deslarzes

Chairman of the Board, The Adecco Group
Former CHRO, ABB

“Their pedagogical approach was a breath of fresh air from the commoditised leadership offerings seen today.”

Prasad Swaminathan
ABB, Global Head of Talent & Learning

“Stucki created practical experiences that brought our leadership pillars to life and fostered a strong sense of group cohesion and corporate identity.”

Achim Braun
Hitachi Energy, CHRO

PROGRAM INFORMATION

Leading at the Edge

An advanced experiential leadership journey designed to make behaviour visible under pressure, uncertainty, and complexity.

DURATION

5 months

BLENDED FORMAT

Virtual and experiential learning seminar

LOCATION

Griesalp Hotels, Kiental

DATE

27–28 October 2027

Included in the program

- ✓ Virtual kick-off and closing session
- ✓ 2-day Come to the Edge experience
- ✓ High-pressure leadership simulations
- ✓ 3 individual coaching sessions
- ✓ Accommodation, meals, and program materials

PROGRAM INFORMATION

CHF 5,000

Includes all program components, accommodation, meals, coaching sessions, and facilitation.

What you gain

- ✓ Greater confidence leading under pressure
- ✓ Stronger decision-making in uncertain situations
- ✓ Increased adaptability and resilience
- ✓ Greater trust and collaboration in demanding environments
- ✓ Improved team performance when the stakes are high

CHOOSE YOUR LEADERSHIP JOURNEY

Before you choose your next leadership challenge

Both programs can be attended independently or combined as part of a broader leadership transformation journey.

Leading at the Edge is designed for leaders operating in complexity, uncertainty and high-stakes environments. Many participants also choose Leading in Action to strengthen everyday leadership effectiveness.

HIGH-STAKES LEADERSHIP

Leading at the Edge

For leadership when pressure rises and certainty disappears.

- Uncertainty
- Pressure
- Resilience
- Complexity

STRONGER LEADERSHIP PERFORMANCE

Leading in Action

For strengthening the leadership behaviours that influence trust, ownership, and performance.

- Communication
- Ownership
- Team Impact
- Self-awareness

LEADERSHIP TRANSFORMATION JOURNEY

Transformation happens between experiences

The strongest behavioural change rarely comes from a single intervention.

Many participants combine both programs to strengthen leadership effectiveness in everyday situations and understand their behaviour when stakes are highest.

FULL JOURNEY

CHF 9,000

Save CHF 1,000 when booking both programs together.

- ✓ Leading in Action
- ✓ Leading at the Edge
- ✓ Six coaching sessions
- ✓ Accommodation and meals

ABOUT STUCKI

40 years of making leadership behaviour visible

For more than 40 years, Stucki Leadership & Team Development has helped leaders, teams and organisations develop through experience.

We design and facilitate leadership and team development journeys that combine experiential learning, observation, reflection and practical transfer.

Our work supports organisations that want to strengthen leadership behaviour, team performance and sustainable change - in practice, not only in theory.

5,500+
Seminars Delivered

100K+
People Trained

30+
Countries

Connect with us

Explore the programs and reserve your spot

E-mail info@stucki.ch