LEADERSHIP PROGRAM

Leading in Action

Develop how you lead yourself and others

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

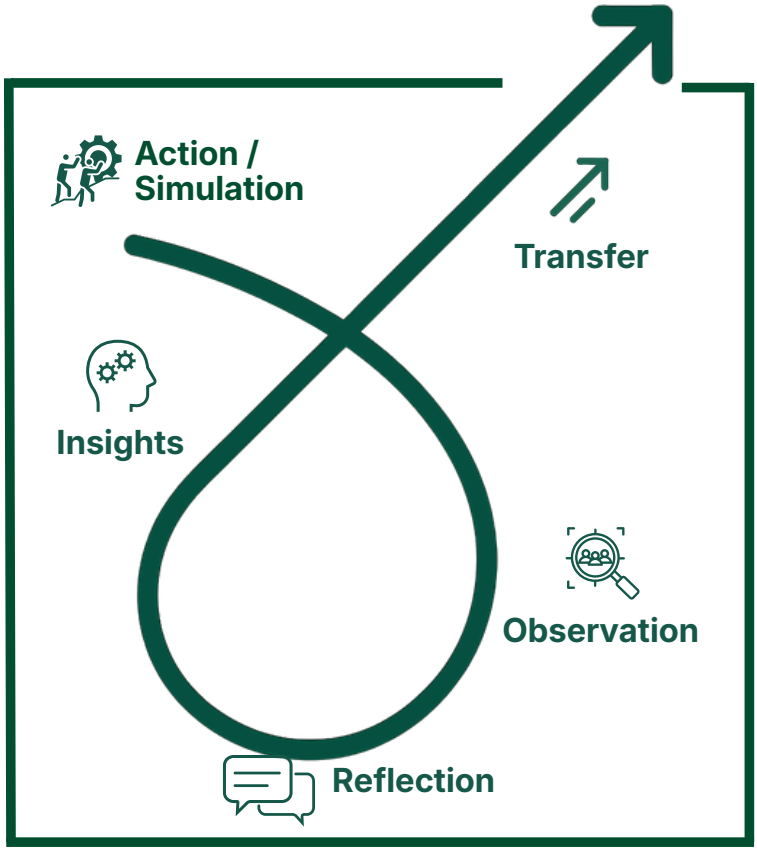
> **Leadership is not transformed by information alone. It changes when behaviour becomes visible, understood, and applied.**

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 in Action
Modules

Module 1:

Insights Discovery Profile

Leading in Action

Understand how you lead — before you try to change it

At the start of the program, you complete the Insights Discovery profile, followed by an individual debrief with a Stucki Trainer.

Key focus areas:

- Understanding your leadership preferences and behavioural patterns
- Recognising how you communicate, decide, and react under pressure
- Identifying strengths and development areas
- Increasing awareness of how your behaviour impacts others
- Understanding the conditions under which you perform at your best

This forms the foundation for the entire program.

Module 2:

Virtual Kick-Off Session

Leading in Action

Set the foundation for your development journey

This session creates the frame for the journey and alignment across the group. Participants are introduced to the program approach and begin connecting their individual leadership challenges to the development journey ahead.

Key elements:

- Framing the leadership journey and expectations
- Intro to the Stucki experiential learning approach
- First exchange within the peer group
- Identification of the key challenges to work on
- Reflection on personal leadership context and challenges

Module 3:

3-Day Seminar

Leading in Action

Experience your leadership in action

Day 1 - Leadership & Trust

Focus

- Leading through trust and feedback
- Creating the conditions for people to contribute, speak up and grow

You experience

- How your behaviour impacts trust
- How you respond to mistakes and feedback
- How you balance support, challenge, and accountability

Key themes

- Psychological safety & secure base leadership
- Feedback culture

Module 3:

3-Day Seminar

Leading in Action

Experience your leadership in action

Day 2 - Leading Teams

Focus

- Creating alignment and direction
- Enabling teams to take ownership

You experience

- How clearly you communicate vision and expectations
- How you create meaning and direction
- How your leadership differs across levels

Key themes

- Vision & purpose communication
- Leadership vs. management
- Storytelling & personal motivation

Module 3:

3-Day Seminar

Leading in Action

Experience your leadership in action

Day 3 - Leading in Complexity

Focus

- Navigating uncertainty and change
- Leading under pressure

You experience

- How you react when situations become unclear
- How resilient you are under stress
- How teams perform in complex environments

Key themes

- BANI / VUCA environments
- Resilience (individual & team)
- High-performing teams

Module 4:

Individual Coaching Sessions

Leading in Action

Experience your leadership in action

What you do

- You work 1:1 with a coach on your real leadership challenges
- You apply what you experienced directly in your daily work
- You reflect on what works - and where old patterns reappear

What you gain

- Personalised development based on your reality
- Clarity on what actually works for you
- The ability to translate insight into consistent behaviour

Real development happens between the sessions - in your daily leadership.

Module 5:

Virtual Follow-Up Session

Leading in Action

Make development visible and sustainable

What you do

- You reflect on your development over the program
- You review changes in your leadership and team
- You reconnect with the group and share outcomes

What you gain

- Clear visibility of what has changed
- Feedback on your leadership development
- Concrete next steps for continued growth

Development only matters if it translates into lasting change.

After Leading in Action, you will:

- Lead with greater self-awareness
- Communicate with clarity and direction
- Create stronger ownership and accountability
- Enable others rather than solving everything yourself
- Recognise behavioural patterns and consciously change them
- Improve team effectiveness through more intentional leadership

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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 in Action

A leadership development journey designed to strengthen self-awareness, communication, team leadership, and behavioural impact in real leadership situations.

DURATION

5 months

BLENDED FORMAT

Virtual and experiential learning seminar

LOCATION

Höhenhotel, Seeblick, Emmetten

DATE

30 June – 2 July 2027

Included in the program

- ✓ Insights Discovery profile and individual debrief
- ✓ Virtual kick-off and closing session
- ✓ 3-day residential seminar
- ✓ 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 self-awareness
- ✓ Clearer communication and feedback
- ✓ Stronger leadership presence
- ✓ Better decision-making
- ✓ Stronger team performance through intentional leadership
- ✓ Greater ownership and accountability within teams

CONTINUE YOUR LEADERSHIP JOURNEY

What happens after Leading in Action?

Leading in Action strengthens how you lead yourself and others in everyday leadership situations.

Some participants choose to continue with Leading at the Edge to explore how they lead when pressure, uncertainty and complexity increase.

STRONGER LEADERSHIP PERFORMANCE

Leading in Action

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

- Communication
- Ownership
- Team Impact
- Self-awareness

HIGH-STAKES LEADERSHIP

Leading at the Edge

For leadership when pressure rises and certainty disappears.

- Uncertainty
- Pressure
- Resilience
- Complexity

LEADERSHIP TRANSFORMATION JOURNEY

Transformation happens between experiences

The strongest behavioural change rarely comes from a single intervention.

Many leaders use the time between programs to apply new behaviours, reflect on what works, and return with new leadership challenges. Leading at the Edge builds on that experience by making behaviour visible in more demanding situations.

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