



# Symbolon Management Development

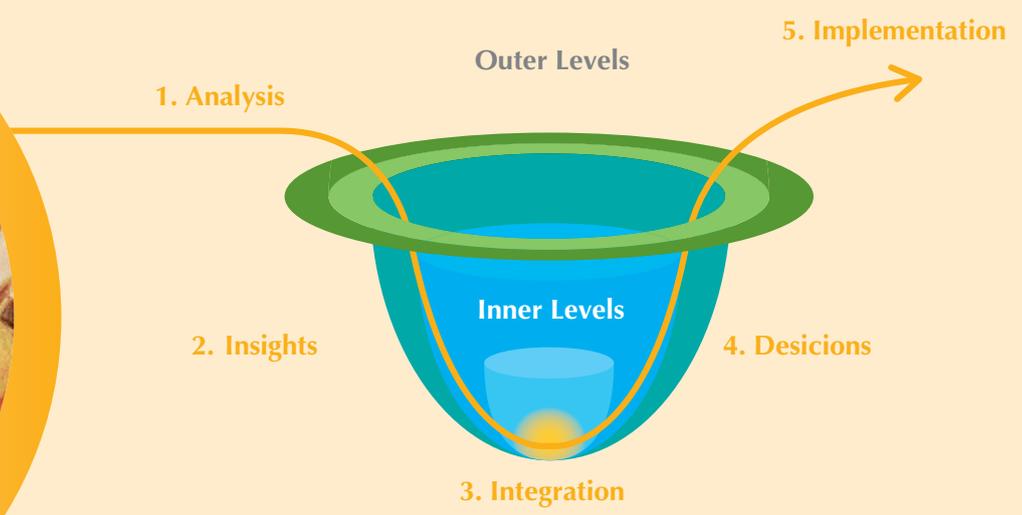
## Does the management succeed to realize the strategy as «great work»?

The picture of the orchestra is a metaphor for strategy implementation and common achievement. The composer elaborates with conductors and musicians a composition. To bring the music to life, it takes the orchestra. Each actor is a person with specific skills and needs. The diversity of instruments and musicians, and the perfect interaction creates a unique sound experience. With leadership skills and charisma the conductor manages to inspire the musicians and to awaken their potential. With concentration and dedication they bring the instruments to sound and produce the musical masterpiece. The enthusiasm of the musicians carries over to their customers. The symphony goes down in history as an unforgettable work.

## Management themes

Long-term corporate developments require pervasive changes in the micro and macro level. We of Symbolon accompany managers in their personal development and reflect hidden resistance and preventing patterns. For he who has realized the change themes in himself and is able to grasp the potential is capable to embody effectively and to initiate the external changes. He is a true role model and carries the new into the different levels of the entire company and up to the customer. [www.symbolon.com/managementthemes](http://www.symbolon.com/managementthemes)

Autonomous territorial thinking	▶ <b>Cooperative group thinking</b>
Regulations and control processes	▶ <b>Entrepreneurship and value culture</b>
Dutiful leadership	▶ <b>Authentic leadership</b>
Situational reacting	▶ <b>Future forming responding</b>
Short-term restrictions	▶ <b>Sustainable resource optimization</b>
Stabilizing inertia	▶ <b>Visionary change force</b>



## Symbolon Reflection Process®

The 5 stages of Symbolon Reflection Model start with the **analysis** of the relevant management and leadership themes. The profound **insights** are generated in the reflection of images, which are made in relation to the working situation. The **integration** and transformation of the identified patterns leads to powerful **decisions** that are defined in actions plans. The **implementation** in the work processes enables new experiences of success and the change of patterns.

## Self-reflection with artworks and symbols

With the Symbolon Method® we lead from the rapid thinking further into the decelerated perception. In the Symbolon-Profile managers select from picture sets those who attract them the most. The associations to the symbols and archetypes reveal patterns of thought and action, which have a significant effect on decisions and the way we interact. The self-reflection of these personality aspects and the related strengths and potentials release personal clarity and stability. [www.symbolon.com/symbolon-method](http://www.symbolon.com/symbolon-method)



## The developed manager personality

The qualities that a manager personality has developed and realized for itself in introspection are the ones that it can authentically and powerfully convey to the outside world. Reflection competent managers and leaders are strong in changes, as they know their mindset and expand proactively their scope of actions. They produce growth-promoting potential development in themselves and in their environment.

For decades, we of Symbolon are specialists in personality and potential development. In cooperation with the company, we bring our specific expertise tailored into existing or new management development programs. Fascinating, pervasive and effective.