

## The “Success in Sight” training programme

Whether you are just getting going, returning to work after focusing on parenthood or looking to climb the next rungs of the career ladder, sooner or later you will hit the infamous glass ceiling. And your personal limits.

Our “Success in Sight” training programme will give you the tools you need to take your place in the male-dominated world of business and hold your own there. You will integrate supposed weaknesses, discover your strengths and learn to use them confidently to enhance your success. You will also find out how to avoid typical women’s traps and when it makes sense to learn from your male colleagues.

Your guides will be the experienced trainer team Bärbel and Sebastian Rockstroh.



Together we can help you view your work situation from the point of view of both genders. Seize the opportunity to benefit from this 360-degree perspective!

The benefits for your career will surpass your expectations.  
It’s better than possible.

The training programme consists of four modules. Each module builds on the preceding ones, so they should be taken in this order. For women with personnel responsibilities we offer the additional special module “Managing Staff”.

Are you interested only in specific topics? Please talk to us. Together we shall find a solution.

## Module 1

### **What men don't tell you – and no career consultant reveals:**

- How the male-dominated hierarchy works
- The unwritten rules of male management pyramids
- Female options for action when dealing with alpha and beta males in the role of
  - superior
  - colleague
  - employee
  - client

### **Typical “women's traps”**

- Self-doubt
- Perfectionism
- Community
- Popularity

### **Self-confidence, assertiveness, self-projections**

- Having confidence in your strengths
- Rhetorical devices
- Using language, voice and body language
- Do good and talk about it!

and also:

### **Personal stress management in selected everyday situations**

## Module 2

### Practical review:

- What changes have taken place since Module 1
  - in my manner?
  - in my conflicts?
  - in my personal successes?
- What feedback have I received from superiors, colleagues, staff and clients?
- What course corrections do I need to make – and which should I avoid?

### My worth – and my self-worth

- Realistic assessment of your skills and talents
- What really boosts my strengths
- An end to the self-boycott!
- Aids that work ... if self-doubt starts to take over again

### More typical “women’s traps”

- Success anxiety
- Beliefs

### Hidden stumbling blocks

- Socialisation in the family
- Female role models
- Who am I today – and who do I want to be?

### Dealing with aggression and unfair attacks

- Appearing powerful
- The “inner shield” and maintaining your courage
- The stress balance
- Strategies that for good reason cannot be publicly revealed here!

and also:

### Personal stress management in selected everyday situations

## Module 3

### Practical review:

- What changes have taken place since Module 2
  - in my manner?
  - in my conflicts?
  - in my personal successes?
- What feedback have I received from superiors, colleagues, staff and clients?
- What course corrections do I need to make – and which should I avoid?

### What really keeps me going

- Who am I: victim or director of my life film?
- My vision and my goals
- Success is what I do to achieve it!

### Even more typical “women’s traps”

- Dedication
- Multi-tasking
- Giving up

### What you can really learn from men, e.g.

- Successful networking
- Appearing self-confident even when you’re completely out of your depth
- Be noticed and get remembered

### Balancing family and career

- Strategic family planning: why you should be thinking about your future children now.
- Getting employers to do their bit: workable models for combining family and career.
- Getting into the fast lane now: returning to work after parenthood.
- The “bad mother” complex: the permanently bad conscience of working mothers.

and also:

### Personal stress management in selected everyday situations

## Module 4

### Practical review:

- What changes have taken place since Module 3
  - in my manner?
  - in my conflicts?
  - in my personal successes?
- What feedback have I received from superiors, colleagues, staff and clients?
- What course corrections do I need to make – and which should I avoid?

### Between bitching and non-violent communication

- New ways of handling conflict

### Between the Harvard concept and salami slicing

- The art of successful negotiating

### Between the gender pay gap and female poverty in old age

- Equal pay for equal work – from dream to reality
- How to achieve the salary you deserve

### Between all stools

- Systematic examination of my roles as superior, colleague, employee, wife/partner, mother, daughter, friend, ...

### What's still missing:

- How to find a mentor. The right one!

and also:

### Personal stress management in selected everyday situations

## Special module: Managing staff

Female managers can significantly boost the success of a business – if they're given the chance. And if they have the confidence to do it.

When managers are rated, women often get noticeably better marks than their male counterparts. They tend to adopt a more democratic management style and involve their teams more in decision-making. That not only improves the wellbeing of staff: women often achieve measurably better business results than their colleagues.

In this special module we help you examine and improve your own management behaviour. We explore the situations that repeatedly pose problems for you in your day-to-day management work. You will also acquire new tools that you will be able to use with strength and confidence.

### **Gender-specific management behaviour**

- Personality stereotypes
- Gender-specific strengths and weaknesses
- Employee-oriented management
- Career-savvy management behaviour

### **Management style and management type**

- Classical management styles
- Classical management types
- My strengths and weaknesses in managing staff
- My personal management style

### **Selected problem situations**

- Appraisals
- Giving criticism
- Delegation – downwards and upwards
- Setting boundaries
- Conflict
- “Help, I’ve been promoted!” Moving from colleague to boss.
- “How to talk to men”: How you as a female manager can communicate effectively with male superiors, employees and colleagues.

and also:

### **Personal stress management in selected everyday situations**



## The training venue



**BetterThanPossible, Münsterhalden 10, 79244 Münstertal, Germany**

## Arrival and accommodation

**Arriving by public transport?**

**Upon request we can arrange transport from the airport (Basel-Mulhouse, Zürich) or railway station (Freiburg, Bad Krozingen).**

**We can, of course, also help you book accommodation near the venue.**

## Dates and conditions

**We shall be happy to give you all the details.**

**Just use the contact form at [www.betterthanpossible.de](http://www.betterthanpossible.de).**