



**RHOMBERG
SERSA**

**RAIL
GROUP**



Trust



Integrity



Collaboration



Excellence



Respect



Safety

RHOMBERG SERSA LEADERSHIP ACADEMY

The RSRG Leadership Academy offers existing and future managers the opportunity to further develop themselves and their leadership skills.



7, 4, 2, 1... Let's go!

- **7 countries** participate in the global leadership development program
- **4 modules** are included in the RSRG Leadership Academy
- **2 years** is the duration of the programme
- **1 group wide understanding of leadership**



Our Objectives

- That RSRG Managers live our values and management principles with a common understanding (BIG 6).
- Using competitive advantage through leadership at RSRG to attract new talent.
- To create a culture of trust and learning that encourages innovation and generates growth (Vision 2025).



Schedule

Set Up

Jan/Feb Mar

Kick-off |
Welcome
Meeting

360°
Feedback

Timetable

Apr/May Sep/Oct Apr/May Sep/Oct

Peergroups

Coaching

Module 1

Module 2

Module 3


Module 4



MODULES & SETTINGS

360 Degree Feedback

At the start of the program, participants receive feedback from superiors, colleagues, employees and customers with a focus on aspects of Emotional Intelligence.



Module 1: Resonance & Emotional Intelligence

Participants learn about their strengths and growth potential within the 12 dimensions of emotional intelligence. They learn what personal actions to take and goals to set in order to maximise these strengths and achieve growth.

Module 2: Leadership & Personality

Participants are supported in assessing their leadership style and skills to date. They learn how to apply their strengths and learnings to future situations and how to address different people in different ways in order to motivate effectively.

Module 3: Challenge and Promote

Participants learn and experience the advantages and disadvantages of different management styles and know how to implement them correctly for the success of the company.

Module 4: Change & Inspiration

Participants are supported in identifying areas in need of change in the organisation and they learn how to manage the complex change process. They are given the tools to help them inspire others to become future leaders.


Peergroups

Participants form crossgroup and cross-national peer groups, with online appointments for group work planned between the attendance appointments.

Coachings

Participants can take part in coaching units between the modules, which are agreed individually and according to the needs of each participant.





“I believe each one of our more than 2,000 employees is a leader. Because you cannot not lead.”

Thomas Bachhofner,
CEO Rhomberg Sersa Rail Group



“We are very pleased to offer our existing and future managers a program in which they can develop their personality and leadership qualities.”

Melissa Wilmanns,
Global Head of HR /
Member Group Management



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