



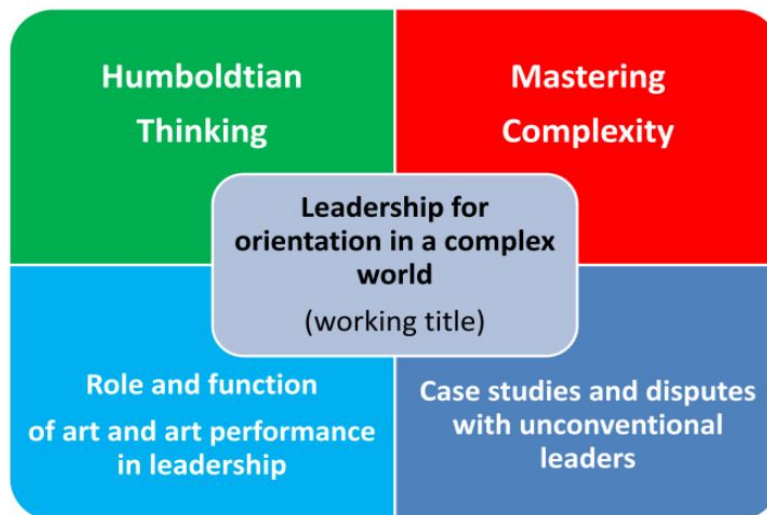
Organised by the Humboldt Cosmos Multiversity, edited and accompanied by Stefan Güldenbergl and Andreas Müller

# *Leadership for Orientation in a Complex World*

*(or: RE:Inventing Leadership by RE:Discovering Humboldt)*

A thrilling 2-day workshop-style, highly interactive event in the Austrian village of Reith i. Alpbachtal (Tyrol, near Innsbruck)

on **August 27 – 28, 2018**



What is different in this event from the many other leadership seminars offered? - It...

- ... combines scientific discoveries with proven practices
- ... integrates non-formal and non-mainstream ideas
- ... addresses how to cope with complexity
- ... is highly interactive

and, most important:

- ... rediscovers the holistic synopsis as inherited from the Humboldts

# *Who will challenge you with what?*

## **A team of practitioners, academics and performers, who are**

Prof. Dr. Stefan Güldenbergl (FL); Prof. DI Günter Koch (D) ; Prof. Dr. Andreas Müller (D); Prof. Dr. Richard Pircher (AT); Anja Puntari & Roberto Degli Eposti (IT).

These will be the contributions introduced by each subject leader

### **Stefan Güldenbergl: “Leading Digital Transformation - How it will look and why you as a responsible leader should care about it”**

This introductory part will set the stage for the main changes in our workplace and how leaders can shape the future of work. In a globalized and digitized knowledge economy both knowledge leaders and knowledge workers have to unlearn many success patterns of the past in order to be ready for dealing successfully with future challenges. As a result of more than 25 years of research, teaching, and consulting, Prof. Dr. Stefan Güldenbergl will present key insights in order to help leaders to better understand and deal with the digital and disruptive changes in our workplace (*Talk*).

### **Günter Koch: „Learning leadership from the Humboldts“**

Explorers and Adventurers like Reinhold Messner or Julius Payer (the discoverer of Franz-Josefs-Land) also were researchers who, besides their curiosity and stamina, had to demonstrate decision-making capability and leadership under stressful conditions. One of Europe’s most renowned natural scientists was Alexander von Humboldt. Together with his brother Wilhelm they became the most influential scientists of the 19th century.

Humboldt is an ideal role model for today’s leaders through his ability and capacity to combine different insights and perspectives gained from the „big data“ he had collected by himself. This part of the seminar is intended to discuss the competence profile of a manager who has to cope with adventurous challenges (*Interactive Talk*)

### **Andreas Müller: “Leadership and algorithms”**

Strong A.I. or Artificial *General* Intelligence has returned into today’s serious discussions. It implies a change that brings back fears, but also opportunities for a new globalised and networked economy. What does this transformation look like and how do we provide leadership? How should we manage machines and algorithms in this time of algorithms of predictive power? (*Co-creative interaction*)

### **Richard Pircher: „Agilestable leadership for a dynamic environment”**

Based on the analysis of 10 pioneer companies you will get an overview on how to transform organizations towards more dynamic and innovative leadership and structures. A few diverse examples of such companies and corresponding conclusions will be briefly described. We will discuss four building blocks of “agilestable organizations”, a training program to build up relevant competencies and suitable steps for transformation. (*Interaction*)

## **Franz Reither: „Leadership by Charisma – how to turn vision through inspiration into personal development“ (“Führung durch Charisma”)**

In this session the following aspects which are considered to be crucial for a charismatic leader will be discussed: self reflection, dealing with uncertainties and risks, questioning own convictions and assumptions and flexible variations in responding, e.g. by replacing “old” convictions by new and innovative ones; readiness and demonstration to communicate the before said depending on a given situation, thereby also mastering complex challenges. (*Working Session*).

## **Roberto Degli Eposti: „Leadership 2064 – How it will look like“**

Current leadership concepts and most of the research related to these concepts are in contradiction. There exist a large number of different theories but only few are based on solid facts and experience. The reason is that most of these concepts are *about* change. However, concepts change due to the fact that the organizational environment profoundly changes and will continue to do so (*Talk*)

## **Anja Puntari: “Leadership and emotions”**

Interactive workshop in which through contemporary art works and visual thinking methods participants reflect and learn about the emotional side of leadership (*Working Session*) [with special reference to [www.graspnetwork.net](http://www.graspnetwork.net) and use of [flowknow®](#) business coaching cards.]

## **Schedule:**

### **Monday, August 27th, 2018**

09:30 Opening and mutual introduction

10:00 – 13:00 : Interventions by Stefan Güldenbergh, Andreas Müller and Richard Pircher. Schedule is not gated in predefined sections

13:00 Lunch Pause.

14:30 Continuation with Günter Koch and Franz Reiter, incl. participations of those having contributed earlier. Coffee Pause at ~ 16:00 followed by an “open ending” workshop with Franz Reither.

### **Tuesday, August 28th, 2018**

09:00 Roberto Degli Eposti and Anja Puntari

13:00 Lunch and Closure

## **Venue Location:**

**Alpengasthof Pinzgerhof** (Fam. M. Kammerlander), Brunnerberg 12, AT 6235 Reith @ Alpbachtal ~ 45 km from Innsbruck. Please see the clip <http://webtv.feratel.com/webtv/?bgcolor=6699CC&cam=25505&lg=de>



For accommodation we recommend to google-search in the area of the towns / villages Reith, Kramsach, Rattenberg, Brixlegg, Alpbach. Further transfers recommended by (rented) car or taxi.

## **Context:**

Our Leadership Seminar will occur in a period when in Alpbach, next to our seminar location, the international *European Forum Alpbach* will take place - see

<https://www.alpbach.org/en/>

Our Leadership Seminar is scheduled between two European Forum Alpbach events „Technology Symposium“ and „Economic Symposium“, i.e. it can be easily combined with participation in one of these (Economic Symposium starts in the afternoon).

## **Terms and Application:**

The fee per person is 400,- € + VAT (in Austria 20%). This seminar fee includes coffee buffet service, drinks, and pause snacks. Main meals are in charge of each participant individually according to consumption. Seminar material will be provided by the lecturers / moderators, either in paper copy handed out on spot or to be downloaded in electronic form in their own respective responsibility.

**All applications and questions, please direct to:** [koch@execupery.com](mailto:koch@execupery.com)

## **The contributors:**



**Stefan Gueldenberg** is Full Professor in International Management at the University of Liechtenstein, Board Member of the New Club of Paris, Member of the Executive Committee of the European Academy of Management (EURAM), Member of a Board at the German Academic Association for Business Research (VHB). Earlier fellowships, amongst other, to the John F. Kennedy School of Government, Harvard University, the Sloan School of Management at MIT, JK University Linz and the Vienna University of Economics and Business Administration. Stefan was honored with the Knowledge Management Award, the Future Award from Manager Magazin and McKinsey & Company, the Stephan-Koren Award granted for the best doctoral thesis of the year and from the Association of Professors at the Vienna University of Economics and Business Administration.



**Günter Koch** has successfully completed four different careers: Entrepreneur in software business, manager of an international management institute, CEO of Austria's largest research organisation and, last but not least, international consultant in knowledge economics. As the current President of the "Humboldt Cosmos Multiversity", a "discourse platform" located in Tenerife, he reflects how the Humboldtian humanistic philosophy will serve for reference for today's management and for the next generation of leaders. He is a founding member of both the "New Club of Paris" as well of [www.graspnetwork.net](http://www.graspnetwork.net)



**Andreas Mueller** is professor of people management (as a discipline of HR) at Kempten University. He (co-) founded two corporate universities, one for one of the most prominent automotive companies in Germany and the 2<sup>nd</sup> one in the sector of banking in Austria.

Today in his working and consulting domains he is focussing on organisational change and transformation, corporate (digital) learning combined with innovation.



**Anja Puntari** is a Visual Artist and a Business Coach. The challenge she is occupied with is how to take the "artistic way of thinking and doing" from art to work practices of organizations. She developed the flowknow® method for business coaching which combines approaches from Contemporary Art practices as well as from the field of Business Coaching. Anja is the Founding President of GRASP network, an international non-profit association that aims to bring forth new forms of generating meaning and knowledge in the ever-changing contemporary art context through artful thinking and artistic forms of expression.





**Roberto Degli Esposti** is Managing Partner of the School of Coaching SCOA headquartered in Milan, Italy. At SCOA he is in charge of the overall coordination of SCOA's business activities. He leads projects aimed at business transformation and organizational development. Roberto graduated in Business and Economics at Bocconi University and then spent nine years in a multinational consulting firm supporting clients especially in sectors of retail, finance, fashion and publishing. He became HR Director and subsequently CEO, implementing the mission to lead relevant business and organizational transformations including radical turnarounds. As a Business Coach himself he supports Executives of large Corporations inclusive their teams.



The aim of **Richard Pircher** is to support the development of individuals and organizations. He works as a consultant, trainer, speaker, sparring partner and as a professor at the University of Applied Studies BFI Wien. His focus is on agile leadership and organization, change management, strategy development and implementation, knowledge and process management, self-leadership and decision making. His programmatic publications focus on "Flexible Self-organizing Companies in Practice and Theory" and „Agilstabile Organisations“.



**Franz Reither** is the CEO / CDO and owner of the Heuristicon Deplecto High-Complex Modelling GmbH, and, also as a professor, teaches at different universities. He is the author of a pioneering publication on Complexity Management, already published in the 80ies, in which he presented results of research studies on human behaviour in taking decisions when facing complex situations. One of his great concerns is how to overcome damaging simplifications, but nevertheless maintaining the ability and competence to take decisions. By education a mathematician and psychologist, he masters a wide spectrum of analytical approaches in developing management structures, as well as personal skill profiles for leaders. His working style is to interactively develop insights to be gained by workshop participants, as well as he will develop individual "recipes" in gaining a profile e.g. as a charismatic leader.