



## DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

**About Me** For the past eight years, I have been working as a systemic leadership coach, consultant, and trainer both nationally and internationally. Before that, I spent 14 years as a leader, managing both local and European teams. This experience shapes my work today: I understand the challenges that leaders face daily and how they can strategically develop their leadership competencies.

In my practice, I continuously integrate elements of Positive Psychology and use modern methods to create sustainable and practical solutions for my clients. Additionally, I am a core member of the expert faculty for systemic coaching training at WIFI Graz.

### The 5 Most Important Success Factors for Leaders:

- Clear Communication** Clear messages and active listening form the foundation of successful leadership.
- Empathy & People Skills** Understanding your team enables targeted motivation and the development of sustainable relationships.
- Decision-Making Competence** Leadership means making clear and well-thought-out decisions, even in uncertain times.
- Conflict Resolution Skills** Constructively utilizing different opinions fosters a productive work environment.
- Self-Reflection & Continuous Development** The willingness to work on oneself is the key to long-term success.

#### **Richard Windischbacher**

Positive Leadership &  
Management Training  
Systemischer Coach

Brückenkopfgasse 1/Top 6  
8020 Graz

0650/860 82 12

[www.windischbacher.com](http://www.windischbacher.com)

UID ATU78314557



## DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

### Workshops:

#### **Developing Leadership Competencies – From Manager to Leader**

**Objective** In a constantly evolving work environment, leaders must actively shape their roles more than ever. This training supports leaders in transitioning from a purely administrative role (Manager) to an inspiring and engaging leadership personality (Leader). Based on current scientific insights and practical methods, participants learn how to evolve their mindset, leverage their strengths, and establish a positive and motivating leadership culture.

#### **Content:**

- ✓ **Manager vs. Leader** – Understanding the differences and developing a future-oriented leadership approach.
- ✓ **Growth vs. Fixed Mindset** – How mindset influences leadership success and how to cultivate a growth-oriented mindset.
- ✓ **Strength-Based Leadership (PERMA Model)** – Applying Positive Psychology to enhance motivation, engagement, and resilience in teams.
- ✓ **Defining Your Leadership Style** – Self-reflection and practical exercises to consciously shape leadership identity.
- ✓ **Positive Leadership** – How appreciative communication, trust, and purpose drive sustainable success.

#### **Methods:**

- ◇ Interactive workshops with practical exercises
- ◇ Reflection tasks and self-analyses
- ◇ Real-world leadership case studies
- ◇ Peer coaching and experience exchange

#### **Benefits**

- Develop modern and future-proof leadership skills.
- Strengthen your mindset and foster a growth-oriented company culture.
- Increase motivation and engagement within your team.
- Become an inspiring leader who successfully guides teams through change.

#### **Target Audience:**

Leaders and aspiring executives who want to develop their leadership skills and establish an inspiring, strength-based leadership culture.



## DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

### **Appreciative Communication – Listening, Understanding, Trusting**

#### **Objective:**

Communication is the key to successful collaboration and leadership. However, appreciative communication requires more than just clear words—it thrives on active listening, targeted questioning techniques, and the conscious use of body language. In this training, participants learn to apply communication models effectively, avoid misunderstandings, and build trust through respectful dialogue.

#### **Content:**

- ✓ **Active Listening** – How to build trust and understanding through mindful listening.
- ✓ **Transactional Analysis** – Recognizing and managing communication patterns for successful interactions.
- ✓ **Communication Models** – Applying proven theories for clear and goal-oriented communication.
- ✓ **Questioning Techniques** – Asking the right questions to gain clarity and guide conversations.
- ✓ **Body Language** – Using facial expressions, gestures, and posture to enhance communication.

#### **Benefits:**

- Improve your communication skills and reduce misunderstandings.
- Foster a culture of trust and open dialogue.
- Learn how to handle difficult conversations with confidence.
- Strengthen your ability to listen actively and communicate appreciatively.

#### **Methods:**

- ◇ Interactive workshops with practical exercises
- ◇ Reflection tasks and self-analyses
- ◇ Real-world case studies
- ◇ Discussion sessions



## DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

### Recognizing and Resolving Conflicts – Acting Confidently and Constructively

#### Objective:

Conflicts are inevitable—but they also present opportunities for growth and improvement. The key is recognizing and resolving them effectively. In this training, participants learn to identify conflicts early, address them confidently, and resolve them sustainably using proven methods. Solution-oriented leadership and de-escalation techniques promote a constructive approach to conflict resolution.

#### Content:

- ✓ **Nonviolent Communication** – Addressing and de-escalating conflicts with respect.
- ✓ **Conflict Conversations** – Strategies for targeted and respectful communication in conflict situations.
- ✓ **Harvard Negotiation Model** – Negotiating successfully and creating sustainable solutions.
- ✓ **De-escalation Models** – Defusing conflicts and preventing escalation.
- ✓ **Solution-Oriented Leadership** – How leaders can facilitate conflict resolution and foster team development.

#### Benefits:

- Recognize conflicts early and address them with a solution-focused approach.
- Strengthen your ability to handle difficult conversations confidently.
- Promote a constructive conflict culture within your team.
- Use proven methods for sustainable conflict resolution and de-escalation.

#### Methods:

- ◇ Interactive workshops with practical exercises
- ◇ Reflection tasks and self-analyses
- ◇ Real-world case studies
- ◇ Facilitation techniques and peer coaching

#### Target Audience

Leaders, team managers, and anyone who wants to strengthen their conflict resolution skills and handle conflicts confidently.



## DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

### Self- and Time Management – Working Efficiently and Leading Productively

#### Objective:

Time is one of the most valuable resources, yet it is often underutilized or used inefficiently. In this training, participants will learn how to set priorities strategically, structure their tasks effectively, and focus on what truly matters.

Through clear planning, productive meetings, and the conscious use of delegation techniques, sustainable efficiency improvements are achieved.

#### Content:

- ✓ **Setting Priorities** – Methods for focusing on essential tasks.
- ✓ **Delegation and Trust** – Effectively assigning responsibilities to increase efficiency.
- ✓ **Effective Planning and Structuring** – Tools for optimal time management.
- ✓ **Productive Meeting Culture** – Shorter, more efficient, and goal-oriented discussions.
- ✓ **Identifying and Avoiding Personal Time Traps** – Strategies for long-term optimization of daily workflows.

#### Methods:

- ◇ Interactive workshops with practical exercises
- ◇ Reflection tasks and self-analyses
- ◇ Real-world case studies
- ◇ Tools and techniques for direct implementation
- ◇ Peer coaching

#### Benefits:

- Increase efficiency and reduce stress.
- Learn to prioritize tasks and focus on essentials.
- Optimize planning and lead more productive meetings.
- Gain more time for strategic and value-adding tasks.

#### Target Audience:

Leaders, team managers, and anyone who wants to enhance their self- and time-management skills and work more efficiently.



**DER WINDISCHBACHER**

•• LEADERSHIP & MANAGEMENT TRAINING ••

## **Strategic Thinking and Decision-Making – Making Well-Founded Decisions in Complex Situations**

### **Objective:**

Leaders and decision-makers face the daily challenge of acting quickly and making well-founded decisions. But how do you make the right choice in uncertain times? This training provides strategies for sound decision-making, helps participants avoid cognitive biases, and demonstrates how intuition and data can be combined to achieve sustainable decisions.

### **Content:**

- ✓ **Making Quick and Well-Founded Decisions** – Methods for structured decision-making.
- ✓ **Managing Uncertainty and Risk** – Strategies to reduce risks and handle uncertainty.
- ✓ **Intuition vs. Data** – When to rely on analytical versus intuitive decision-making.
- ✓ **Avoiding Cognitive Biases and Thinking Errors** – Recognizing and reducing unconscious thinking patterns.
- ✓ **Communicating and Implementing Decisions** – Strategies for successfully executing decisions.

### **Methodology:**

- ◇ Interactive workshops with practical exercises
- ◇ Reflection tasks and case analyses
- ◇ Application of proven decision-making models
- ◇ Group discussions and best practices

### **Target Audience:**

Leaders, managers, and anyone who wants to improve their strategic thinking and decision-making skills.

### **Benefits:**

- Make well-founded decisions even in uncertain conditions.
- Recognize and avoid cognitive biases.
- Develop strategies for sustainable decision-making.
- Improve communication and execution of decisions.





## DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

### **Burnout Prevention – Sustaining Healthy Performance**

#### **Objective:**

In today's fast-paced work environment, the pressure on leaders and employees continues to rise. Burnout prevention is therefore an essential component of a sustainable and healthy work culture. This training provides practical strategies for stress management, self-care, and resilience-building to identify overload early and prevent long-term exhaustion.

#### **Content:**

- ✓ **Recognizing Causes and Warning Signs** – Early identification of risk factors and preventive measures.
- ✓ **Resilience and Stress Management** – Strategies for mental strength and healthy stress coping.
- ✓ **Healthy Work Culture and Self-Care** – Sustainable changes for a balanced work environment.
- ✓ **Self-Reflection** – Recognizing personal limits and developing individual protective mechanisms.

#### **Methodology :**

- ◇ Interactive workshops with practical exercises
- ◇ Reflection tasks and self-analyses
- ◇ Real-world case studies
- ◇ Relaxation and mindfulness techniques

#### **Target Audience:**

Leaders, team managers, and anyone who wants to strengthen their resilience and proactively prevent burnout.

#### **Benefits:**

- Identify warning signs early and take targeted action.
- Learn effective strategies for resilience and stress management.
- Foster a healthy and sustainable work culture.
- Strengthen self-reflection and develop individual protective mechanisms.