

Spotlight on ILA Members

ILA Members are doing amazing leadership work around the world, from starting new degree programs to nurturing young people who make a difference, from running innovative workshops and seminars to fostering organizational change.

Spotlight on European Leadership Academy:

The Power of Vision for Leadership



"The European Leadership Academy is a place for leadership. A place where people are given the opportunity to learn about, train and experience effective and good leadership. It offers a leadership which is in-

spired by core values in European society such as democracy, tolerance, peaceful conflict-resolution and a respectful use of the world's natural resources" – Guido Fiolka, ELA CEO

In December 2008, the European Leadership Academy (ELA) was founded by current CEO Guido Fiolka, one of Germany's top executive coaches, and twenty-two associates from four different European countries.

ELA is an executive education and training centre, which is focused on leadership. Its trainings and programs are following an integral, system-oriented approach to leadership. The Academy's programs are geared towards two levels of leaders: senior executives in companies and organizations, as well as young leaders with evidence of high potential on their way to board-level positions.

20. Situated in Berlin, Germany—a dynamic, matured, and multi-cultural metropolis in the midst of Europe—the European Leadership Academy attracts executives from countries in Europe and the rest of the world. ELA offers a ten-month (ten three-day sessions) extra-occupational executive train-

ing, the *New Leadership* Development Program (NLDP), and a range of multi-day open or in-house trainings and events. The programme breaks into three modules which can also be taken separately.

ELA's New Leadership Approach

ELA's approach, *New Leadership*, indicates a leadership that defines success not only in terms of profit or similar economic measures, but also aims for healthy development of organizations, teams, and individuals—including social and ecological benchmarks. *New Leadership* defines a leadership which always strives to *re-new* and improve itself every day.

The *New Leadership* approach begins with giving orientation through a shared vision. Leaders who practice effective and good leadership consciously and actively give orientation and direction by developing and communicating a vision. Their vision resonates with the collective values of the people in their team/organization/company. Their vision gives the group a purpose and eventually triggers movement.

From the grounding principle of a shared vision, the ELA approach emphasises several other key leadership tasks:

- Effective and good leaders show new or tested ways for how to attain the vision and its associated goals
- Successful leaders work out strat-

egies, agree with their group of people on highly effective principles of cooperation and define the necessary resources, standards and processes

- Leaders have to initiate the change process. They continuously implement or help others to implement the next steps on the way to achieve common goals and vision
- Effective and good leaders continuously clarify the interests, intentions and goals of all internal and external parties involved in the process. This constant 'journey' creates relationships, resolves conflicts and enables constructive communication internally and externally.

New Leadership offers a comprehensive and varied view on leadership. There is a lot of unknown or hidden knowledge about leadership which is helpful for leaders. There are important principles of system behavior that are key for successful leadership. Most of all, there is a lot to discover for any leader in his or her own leading behavior, leading skills and leading potential. *New Leadership* is about shaping each individual leader's personal path to an integrated, effective and good leadership performance by making use of his or her full leadership potential.

For more information about the European Leadership Academy, please visit: www.european-leadership-academy.com www.new-leadership.de