

LEADERSHIPGARAGE 2020/21

What is the LeadershipGarage?

The LeadershipGarage is an innovation jump starter and a reliable guide for companies on their way to the digital future. It provides leaders effective solutions for successful leadership in the digital world. For more than five years it has shaped the future of companies and helped ignite their digital and inno-

vation cultures with well-founded, innovative formats and an inspiring atmosphere.

The unique environment of the LeadershipGarage combines current research with practical business experience, helping to answer the key questions of successful corporate management in the digital age.

The focus of the LeadershipGarage is to support managers in mastering the new tasks and challenges of the future by providing them with the knowledge as well as the concepts, tools, and training modules they need to engage successfully. The LeadershipGarage is a network for leaders who want to drive innovation within their companies.

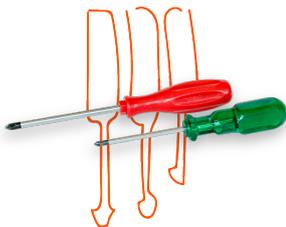


Leading in the Digital World

The LeadershipGarage was initiated in 2014 by Prof. Dr. Sabine Remdisch at the Institute for Performance Management of Leuphana University Lüneburg in cooperation with the H-STAR Institute of Stanford University as well as a number of renowned companies.

At the cutting edge of science and business, it researches the topics of digital leadership and digital collaboration while developing innovative solutions for leading, working and learning in the digital world.

In its unique, agile atmosphere, based on the spirit of Silicon Valley start-ups and garage pioneers, networking and knowledge sharing are natural success factors.



What topics does the LeadershipGarage cover?



To date, the LeadershipGarage has researched numerous fields and put the research results into practice:

Digital Awareness entails a complete transformation of previous working conditions. New, digital technologies are sweeping companies, changing and accelerating all processes and requiring faster, agile and innovative corporate action. Familiarizing managers with these changes and their new role was a pioneering achievement of the LeadershipGarage.

The Five Switches are a result of the second phase, which explored common changes and challenges facing companies on their way to digitalization. The switches are aspects of leadership that companies need to “turn

on” in order to meet the requirements of the digital world: Workplace, Collaboration, Empowerment, Leadership, and Culture.

Mindset Shift describes the leadership rules of the digital world, in which yesterday’s standards are no longer sufficient and executives are required to have completely new competencies, skills and a comprehensive change of mindset. Leadership today means: networks, employee empowerment, safely maneuvering agile environments, and entrepreneurial thinking.

Ambidextrous Leadership was the result of research on innovation, in which the LeadershipGarage developed, tested and evaluated practical approaches and concepts for innova-

tion leadership. The concept of Ambidextrous Leadership describes the ability of the “two-handed leader” to balance the exploration of new ideas with the exploitation of known ideas.

Digital Culture is the key to corporate success under changing conditions. To measure critical cultural characteristics, the LeadershipGarage developed the “Digital Culture Fit”. It encompasses the aspects of an innovative, agile organization, offering companies an assessment of how well prepared they are for the challenges of the digital world and where further development towards a future-ready digital culture is needed.

Data-driven leadership expands on the previous research findings of digi-

tal leadership and digital collaboration by including the concepts behind data-backed decision-making. The LeadershipGarage helps companies create a culture of data-driven analysis, reasoning, and reflection by analyzing the human factors that make data-driven leadership successful.

AI Leadership is a natural continuation of the LeadershipGarage’s research. It addresses the questions: What happens to employees and executives when Artificial Intelligence (AI) becomes part of their work? How will people and technology work together to lead companies safely and ethically into the future? How can traditional leadership become “superleadership” when supported by AI?

How does the LeadershipGarage work?

LeadershipGarage programs are unique experiences, characterized by an innovative atmosphere, lively interaction, and learning from a seamless blend of science and practice. With an innovation space, lounge meetings, benchmark studies, peer coaching, the Digital Leadership Lab and the “Inside Silicon Valley” symposium, they encompass important aspects of leadership, from knowledge generation to best-practice sharing and collegial exchange. Through public events and outreach, the LeadershipGarage is continually engaging new audiences and increasing awareness of topics critical for the success of the future ready business. The co-creation and knowledge sharing are fueled by the mindset of participants, which is why psychological elements such as trust, mutual support, and common goals are the foundation of the LeadershipGarage.



Innovation Space

In the Innovation Space of the LeadershipGarage, participants come together to achieve meaningful co-creation. Here they absorb scientific input on current topics, learn new working methods through practical application, find space for networking, and gain valuable insights into their corporate practice.



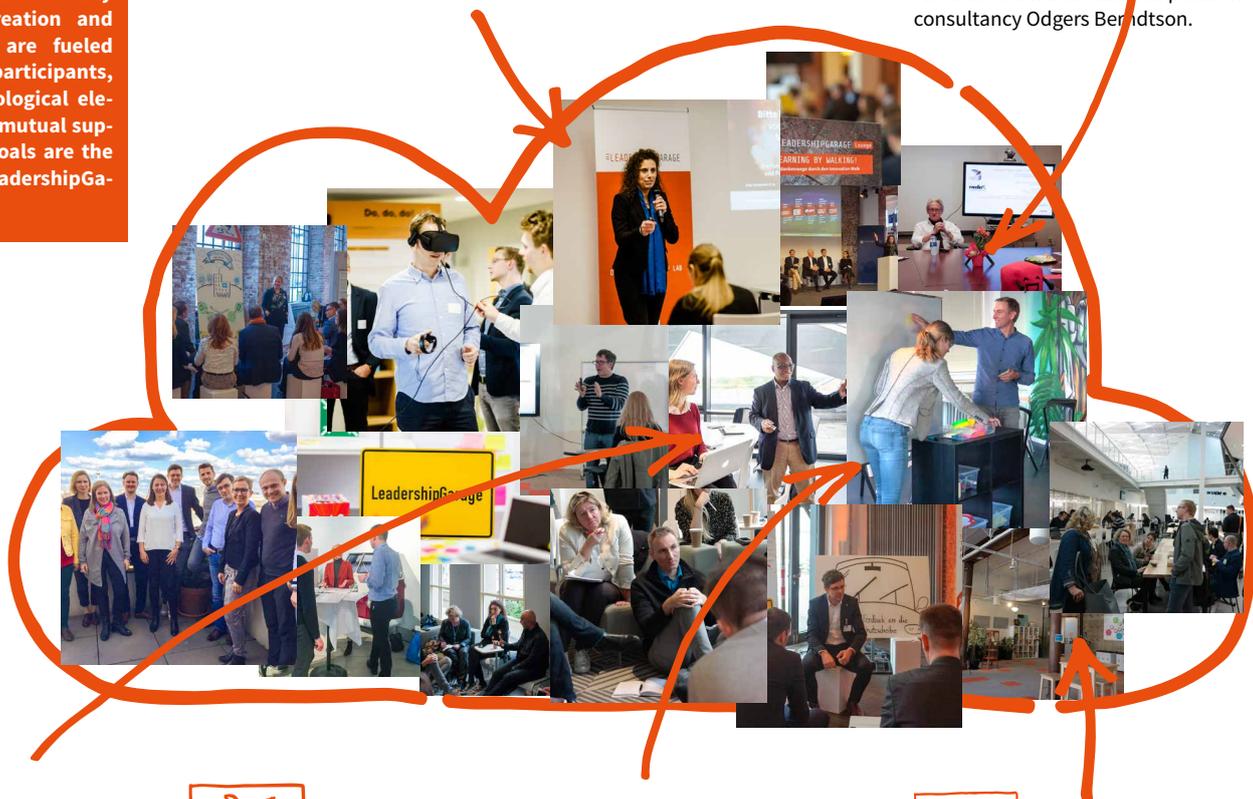
Lounge

At lounges, the LeadershipGarage and its partner companies present research and results to a broad audience from business and academic backgrounds. They focus on cutting edge topics and include knowledge sharing and networking, featuring interactive formats which invite all attendees to discuss and participate.



Benchmark Study

The LeadershipGarage benchmark studies enable partners to assess key aspects of their leadership culture and compare them against the average company from their region and industry using a large, growing database of responses. Two such studies on the topics of “Ambidextrous Leadership” and “Digital Culture” were conducted in cooperation with the “Manager-Barometer” from international personnel consultancy Odgers Berndtson.



Peer Coaching

The LeadershipGarage’s peer coaching offers a systematic framework and trusting environment for leaders to reflect together on questions and problems from their day-to-day management. It is an in-depth forum for participants to pinpoint the areas where they need development and to concretely learn from one another.



Digital Leadership Lab

With its Digital Leadership Lab, the LeadershipGarage connects leaders with the latest tools of the digital world. With scientific focus, innovative applications and working methods are put into practice in order to find their place in a successful digital and innovation culture. The Lab ensures that leaders don’t lose touch with today’s dynamic flow of new technological solutions.



Inside Silicon Valley

The LeadershipGarage’s “Inside Silicon Valley” is an expert symposium taking place in the epicenter of the digital world. Leaders prepare for their role in the successful management of digital transformation and have the opportunity to network with company representatives, scientists, and digital entrepreneurs from Silicon Valley and all around the world.



Open Learning

The LeadershipGarage blog provides current, dynamic reports on important aspects of leadership in the digital world. The website offers important updates and publications from the LeadershipGarage, such as the case-study based Innovation Booklet, to an open audience of international learners.

Network of Renowned Partners

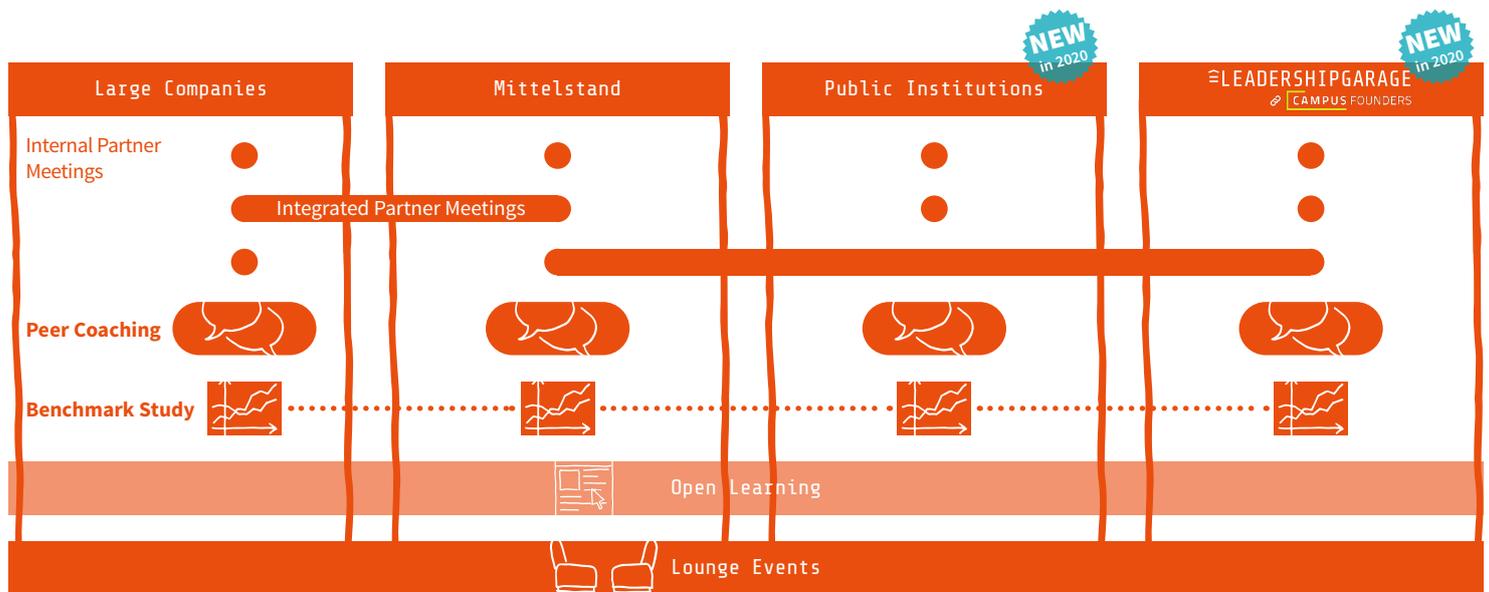
The success of the LeadershipGarage's program for large companies has led to a gradual expansion in recent years due to strong interest in the topics and formats. This led to the creation of a new program for medium-sized businesses

and another, currently in development, for public and non-profit organizations. An "innovation bridge", an overarching cooperation, is planned for an in-depth integration of companies from Northern and Southern Germany together with

Camp Founders on the newly founded campus of Heilbronn.

Today, the LeadershipGarage includes numerous renowned German and international companies who act as cooperation partners in prac-

tice-oriented studies, event partners in the annual interactive lounges, and inspiring discussion partners. They help to ensure that new ideas are put into practice and that the LeadershipGarage continues to evolve.



→ Participants in the LeadershipGarage benefit from regular partner meetings and diverse formats.

Voices from the LeadershipGarage



"I find it exciting to get to know new people and exchange ideas about how others are mastering the current challenges and what successful models they have."

"I appreciate the input on current research topics in the LeadershipGarage and the testing of new methods for everyday work."

"Exchanging with the LeadershipGarage, one always reflects again and again on their own procedures."

"The inspiring input of the partner companies and the LeadershipGarage about models that have already been tried and tested in the field are what makes the LeadershipGarage so special for me."

Partners of the LeadershipGarage



A look in the Garage

A journey through the different parts of the LeadershipGarage exemplifies the innovative guidance for companies on the way to the digital future

In the **Innovation Space** we visit a partner company that is currently setting up a design thinking room and find out about their first experiences of how the space helps drive innovation culture.



Participants took away:

- Knowledge about current trends
- Approaches to leading innovation
- Learning from each other's obstacles

We went on the "Innovation Walk" at our **lounge event** in Frankfurt in the "Klassikstadt". Here we took a look at companies' current innovation projects and went through all the stages that lead to a successful digital culture.



Participants took away:

- An "Innovation Booklet" with all the results
- Recommendations for action for their own innovation work
- Prerequisites for successful innovation

The **benchmark study** "Digital Culture" explores the characteristics that make an innovative digital culture. At today's internal partner meeting, we now have the opportunity to discuss the results of the study intensively.



Participants took away:

- A comparison with other companies
- An idea of their own company's position
- Actual/target comparison of company trends

In the last **peer coaching** session, we had a small group discussion and intensive personal dialogue on the subject of "How do we take our employees into the digital future?".



Participants took away:

- Peer learning
- Self-reflection on personal work
- Insight into the best-practices of colleagues

In the **Digital Leadership Lab**, we look at the success factors of remote leadership and explore themes like how executives can be in two places at the same time using telepresence robots and what a digital whiteboard can be used for.



Participants took away:

- Overview of the latest tools
- Training in digital collaboration
- Transfer to your own company

At LeadershipGarage's "**Inside Silicon Valley**" **symposium** in Stanford, we experience current trends in AI and how they can support future leadership work. Scientists from Stanford and practitioners from digital companies share their knowledge.



Participants took away:

- The Stanford Spirit and the Valley Mindset
- Success conditions for data-driven culture
- New network partners



How can I take part in the LeadershipGarage?

If you are interested in our formats or would like to participate in the LeadershipGarage contact us at:

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