

THE NEXT GENERATION OF LEADERS

Giving
NEW LEADERS
The Start They Deserve



TARGETTER
SKILLS FOR SUCCESS. NOW

Axel Rittershaus

1993 – 2002

- Founder and Managing Director IT-Consultancy *Rittershaus Consulting* (Ludwigsburg, Germany)
- Expert for Software-Development, Oracle Partner

2002 – 2007

- Senior Manager accenture (Business Development Director Public Sector)
- Board member at mid-sized IT-Consultancy in Stuttgart

Since 2008

- Executive Coach, Leadership Development Trainer
- Development and facilitation of leadership programs in 30 countries (Europe, Asia, Africa)
- Online-course instructor, 175,000+ attendees
- Author of the only German book focusing on leadership in the IT industry
- 34 online-courses in German and English (D/E)
- 1 BOOTCAMP for new managers in German and English





THE CHALLENGE of New Managers

Being a new manager is like being a guest at a restaurant and eating a delicious meal:

When we eat, we can tell most of the ingredients.

But this will not suffice to prepare the meal.

Eating good food does not make us great chefs.

Most new managers have experienced leadership methods from the recipient's side.

But how can they know how leadership methods work from the manager's side, like providing critical feedback, running performance reviews, negotiating contracts, etc.?

THE APPROACH

Development of new managers often only starts very late on their journey for various reasons.

Budget constraints, time, and high workload are typical challenges.

The BOOTCAMP approach

- Train core management skills required for first management challenges **immediately**
- 100% online, 100% flexible
- 2.5 h/week
- 10 weeks for 10 topics
- Recommended time: Before they start or within the first 6 months
- No travel, absence, leave, etc. required

BOOTCAMP – 10 topics – 10 weeks



1

Changing the role
From
expert/colleague to
manager



2

Self-assessment
Strengths and
development areas
as a manager



3

**Being effective &
organized**
Self- and time
management



4

Being productive
Delegation and
follow-up



5

Managing people
Expectations of
employees &
feedback culture



6

Developing people
Strength &
development areas of
team member



7

Managing teams
Establish, develop,
and align teams;
team SWOT



8

Decide & act
Making decisions
and implementing
them



9

Goals
Goal setting as a
leadership method



10

Constant learning
Development plan
for the new manager

BOOTCAMP – 100% online

The screenshot displays the Targetter Bootcamp interface. On the left, a sidebar shows the course progress for 'Week 1 - From expert to leader', with 'From expert to leader - the challenge' (5:33) highlighted. The main content area features a video of a man in a dark polo shirt speaking. Below the video is a green button labeled 'Complete and Continue >'. To the right of the video, a 'TARGETTER' logo is visible above a list of questions related to the video content.

- 111 Video lessons (3 – 9 min/lesson; 8 – 12/week)
- 10 weeks for 10 key leadership topics
- 2.5 hours learning/week (100% flexible, any time, any place)
- 76 download documents
- English and German version available (English subtitles for non-native speakers)



Company-specific content can be integrated

This screenshot shows the same Targetter Bootcamp interface as the previous one, but with a large yellow rectangular placeholder box in the center of the main content area. The placeholder contains the text 'Your company specific content'. The sidebar on the left remains the same, showing the course progress for 'Week 1 - From expert to leader'.

- Company specific content can be integrated
 - Your own video content (if available)
 - Your own content, produced by us (additional costs)
 - Your own templates, guidelines, checklists
 - Explanation of your own systems (i.e. talent review processes, ...)

Structure of every week

Introduction
into topic

1 leadership
topic/week



Exercises

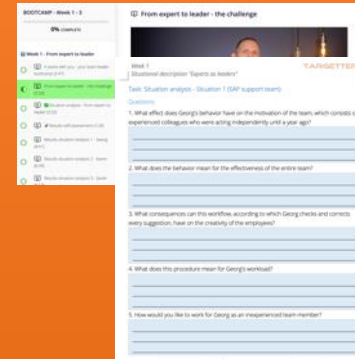
Working with
case studies,
assessments,
etc.



Results,
solutions,
examples
regarding
exercise



Methods,
templates,
further
information,
links to
additional
sources



Weekly
practice
transfer

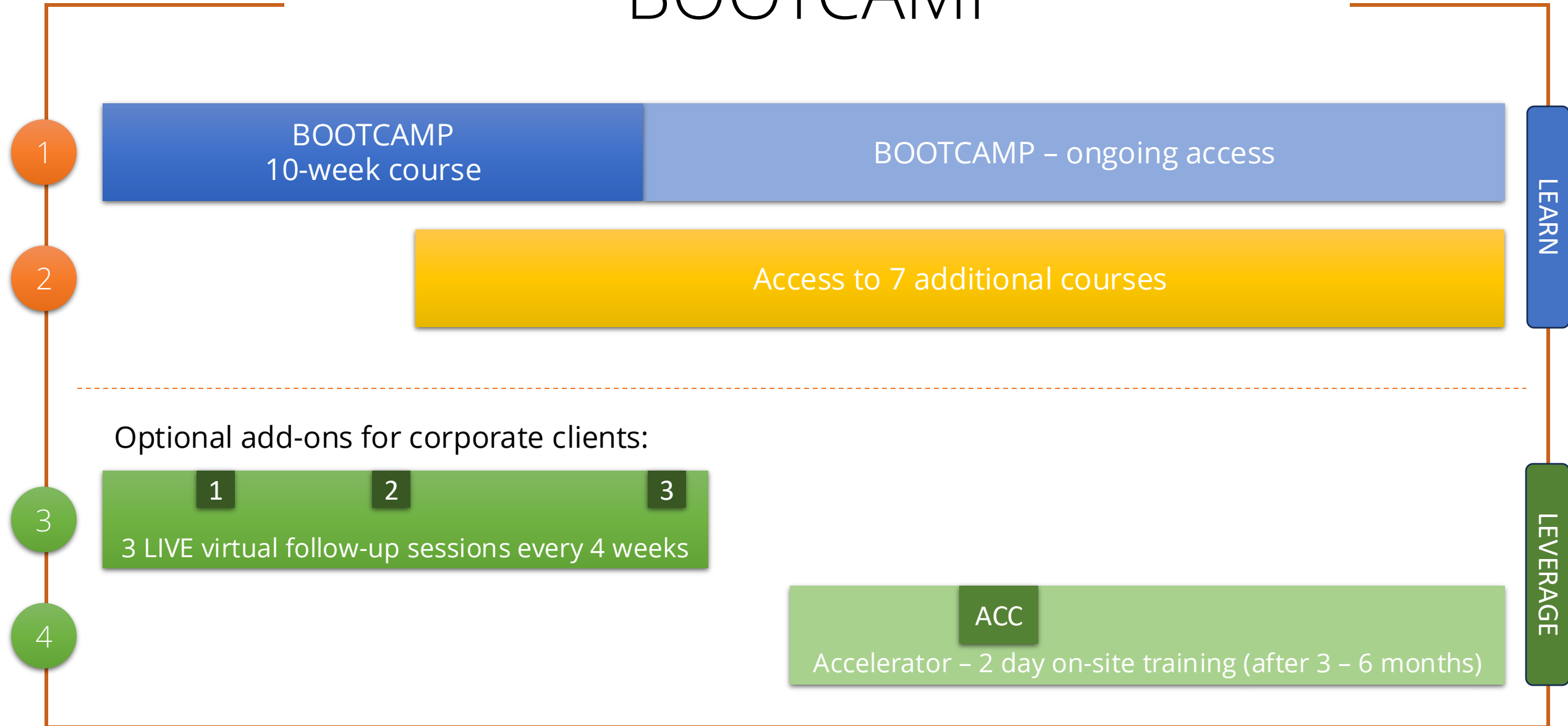
Defining
specific steps
to turn
learning into
actions



Benefits for attendees

- Master fundamentals of leadership methods
- Gain confidence in leading their teams
- Handle and tackle difficult situations
- Understand their role as managers and support their superiors appropriately
- Effective delegation and leveraging their team's skills
- Motivated and engaged employees
- Reaching goals
- BOOTCAMP as ,Go-To'-resource in the future to refresh their knowledge 24/7

BOOTCAMP



BOOTCAMP Add-Ons

1

3 LIVE virtual follow-up sessions every 4 weeks

While the attendees visit the BOOTCAMP course at their own pace, adding 3x LIVE follow-up sessions increases the learning massively:

- Establish accountability
- 'Nudge' attendees to visit the course, as to be prepared for the follow-up-sessions
- Discuss real cases during follow-up
- Foster a network of new managers
- Intensify learnings
- Answer questions

2

3

ACC

Accelerator – 2 day on-site training (after 3 – 6 months)

The BOOTCAMP Accelerator is a 2-day on-site training session for BOOTCAMP graduates

Usually, it's conducted 3-6 months after completion of the 10-week BOOTCAMP program

- Refresh learnings
- Discuss the application of BOOTCAMP methods
- Discuss real cases
- Run multiple simulations
- Foster a network of new managers in real life
- Dive deeper into crucial management skills, like difficult conversations, critical feedback, performance interviews, psychology of change
- The content will be adapted to the requirements of the client

Complimentary Additional Courses

Additional courses to intensify the skills:

1. AI fundamentals for managers
2. OKR 101 (bestselling OKR course globally, localized in 9 languages, including Mandarin, 35,000+ attendees)
3. Burnout prevention
4. Leading hybrid teams
5. Change management
6. Talent management
7. Resilience



**OKR Goal Setting 101 -
Achieve more goals than ev...**

**Prevent burnout in your
teams - Ultimate toolbox fo...**

**Leading & Working in Hybrid
Teams/Remote Teams - 101...**

326 lectures/videos
226 download documents

What BOOTCAMP attendees say

★★★★★

So far, each course module has helped me to improve my skills in leadership; relevant examples; high practical relevance; very well-recorded video sequences and accompanying presentations, plus the very pleasant personal touch of Axel - for me, this format is very good and recommendable.

Johanna H.

★★★★★

As a company, we consciously decided to participate in the Bootcamp together as a team and have not regretted this for a second.

Thanks to the overall package of flexible online sessions and the joint reflection calls with Axel, we were able to work through all the content very well as a team and already derived initial recommendations for action for our company during the event.

Janine S., xpecto AG

★★★★★

Apart from the excellent content I liked the ability to choose when to view and engage with the content. Very important for me due to my leadership and operational responsibilities.

Jan T.

★★★★★

What I liked the most was the opportunity to grow. To become more confident in daily activities with the possibility to ask a professional (Axel) for advice.

But due to the perfect organization and systematic structure of the course, there were no questions left. HUGE COMPLIMENT FOR THIS!

Tim W.

★★★★★

There were a lot of practical tips that I had never heard before, or that were not explained so well.

Therefore: Thumbs up! Super work!

Katrin B.

★★★★★

All important topics were discussed and I feel adequately prepared for my role as team leader.

Jonas S.

BOOTCAMP benefits for organizations

General benefits of online-based new manager training

- Cost-effective leadership development from Day 1
- **Coherent, reliable, high-quality training for all new managers**
- **All new managers learn the same methods, share their learnings with their peers, and lead their employees similarly**
- Onboarding of new attendees within 24 hours
- Always available – in English and German
- No minimum or maximum group sizes – signing up 1 or 1,000 attendees on the same day is possible
- No travel time or costs
- No absence from work
- Flexible learning

Further benefits of BOOTCAMP + FOLLOW-UP support

- Company-wide, global standard of new leadership development
- Common leadership foundation for all managers
- Company-specific content possible
- Cohort-based learning is supported by signing up groups to start at the same time
- Mixing groups across locations is highly recommended for network-building
- Breaking the silos: Networking across departments, business units, and countries possible with follow-up programs
- Additional company-specific on-site training optional

BOOTCAMP – available in English and German

Perfect match for Germany-based global corporates



A woman with dark hair tied back, wearing a white ribbed t-shirt, is smiling and talking on a black mobile phone. She is in an office environment with a green geometric patterned wall and a laptop visible in the background. An orange semi-transparent rectangle is overlaid on the image, containing the text 'LETS TALK' in yellow.

LETS TALK

TARGETTER

SKILLS FOR SUCCESS. **NOW.**

Expert for Soft Skill Trainings &
Leadership

Office South Africa

www.targetter.com

ZA

Office Germany

www.targetter.de

DE

Axel Rittershaus
Managing Director

rittershaus@targetter.de
axel@targetter.com

