



Made for minds.

Information for trainers

- Digital Leadership and Collaboration

August 2024

What is Digital Leadership and Collaboration?

- The Covid-19 pandemic has given the digital transformation process another powerful boost. In order to keep pace with these developments, employees need to develop an attitude that enables us to work together more independently, flexibly and in an innovation-driven, project-based and collaborative manner, usually in interdisciplinary and/or cross-divisional teams.
- In order to anchor collaboration at eye level more firmly in the terminology, the term "collaboration" was added in spring 2022 - from now on, we will therefore speak of "Digital Leadership and Collaboration".
- This is precisely why the human element in organizations is of particular importance. Communication and collaboration are increasingly taking place digitally, and teams can work together across multiple locations. We call these exciting developments "New Work" - and new forms of work require a new perspective on leadership and collaboration. This new way of working together is referred to as "digital leadership and collaboration". **The focus is always on an active approach to independent working.**

Digital Leadership & Collaboration

Employees...

Managers...

...work **self-responsible**, are proactive and get involved.



Self-responsibility



...encourage personal responsibility and define the **decision-making framework**.

...serve as role models and are thought leaders - the manager is the **driver of cultural change**.



Innovation



...serve as role models and are thought leaders - the manager is the **driver of cultural change**.

...**work in interdisciplinary teams** and in a user-oriented manner.



Collaboration



...create the **framework for interdisciplinary and cross-functional teams**. They create identification and are results-oriented.

...**share their knowledge** with others and seek personal development.



Sharing Knowledge / Enabling



...activate the resources of their employees, the **manager is an enabler**.

...communicate **transparently, appreciatively** and **promptly**.



Communication



...receive and give feedback, communicate **transparently, appreciatively** and **promptly**.