

# Crash Course Leading Effectively in Germany – a Cultural Perspective

## Understanding key cultural values shaping German leadership

This one-day intensive seminar offers international leaders a comprehensive understanding of key aspects of leadership specific to the German cultural context. Participants will explore fundamental cultural values that shape workplace dynamics in Germany and gain practical tools to adapt their leadership style effectively. The seminar covers essential skills for clear communication, structured decision-making, and culturally respectful conflict resolution, empowering leaders to navigate the German workplace with confidence and cultural awareness.

### Content

#### Module 1: German Leadership Values and Expectations

- Overview of Core Values: Discussion on Ordnung (order), Pflichtbewusstsein (duty), and task-orientation in German culture.
- Case Discussion: Analyse examples of German leadership styles in action (e.g., case studies from German companies).
- Reflection Exercise: Compare German leadership values to participants' cultural backgrounds to identify key differences.

#### Module 2: Communication and Feedback

- Directness in Communication: Explore why clarity and directness are valued and how to communicate concisely and effectively.
- Feedback Practices: Learn techniques for providing constructive feedback in a manner that is both straightforward and respectful.

#### Module 3: Decision-Making and Authority

- Hierarchical but Collaborative Approach: Discuss the balance between hierarchy and consensus in German teams.
- Structured Decision-Making: Explore how German organizations often prioritize data-driven, systematic approaches.
- Interactive Exercise: Simulate a team decision-making scenario, focusing on respectful contributions within a structured framework.

#### Module 4: Conflict Resolution Strategies

- Culturally Sensitive Conflict Management: Learn how Germans approach conflict with a preference for straightforward yet tactful confrontation.

### Online Learning Platform

Once you have registered, you will be able to access your online learning platform, including extra materials for consolidating what you have learned.

### Your benefits

By the end of the day, participants will:

- Understand key cultural values shaping German leadership.
- Communicate effectively and give feedback in ways that align with German workplace norms.
- Identify strategies to adapt your leadership style to foster collaboration and respect.
- Have practical conflict resolution techniques relevant to a German cultural context.

This 1-day seminar delivers core insights and actionable strategies, enabling participants to lead confidently within a German cultural framework.

## Methods

- Case Studies: Real-Life Scenarios, Workplace Examples, Cultural Analysis
- Role-Playing Exercises: Simulated Scenarios, Practice, Communication Skills
- Self-Assessment: Personal Reflection, Leadership Style Evaluation, Adaptability
- Interactive Discussions: Group Insights
- Q&A and Feedback: Knowledge Sharing, Application, Interactive Support

## Who should attend

International executives in Germany who need to understand German leadership culture to succeed in their roles and international leaders, managers, or team leads working in Germany or collaborating frequently with German teams.

## Open Badges - Show what you can do digitally too.

Open Badges are recognised, digital certificates of participation. These verifiable credentials are the current standard for integration in career networks such as LinkedIn.

With them, you digitally demonstrate the competences you possess.

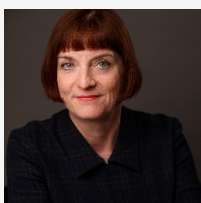
After successful completion, you will receive an Open Badge from us.

Read more:

<https://www.haufe-akademie.de/seminare-lehrgaenge/trending-topics/open-badges>



## Instructor



### Dr. Barbara Geldermann

"Lernen ist wie Rudern gegen den Strom" – dieses Bild des chinesischen Philosophen Xunzi begleitet mich seit vielen Jahren. Es steht für Bewegung, Offenheit und Neugier, die meinen beruflichen Weg prägen. Als interkulturelle Managementberaterin und Asienexpertin mit Schwerpunkt auf Greater China, Japan, Malaysia und Singapur unterstütze ich Führungskräfte und Teams dabei, international klar zu kommunizieren, erfolgreich zu verhandeln und über kulturelle Grenzen hinweg vertrauensvoll zusammenzuarbeiten.

## Training details

Seminar | Online

1 Day

Limited number of participants

### Start dates

**22.09.2026**

Live-Online

**Course**

zoom

**Module times**

Tuesday, 22.09.2026

9:00 am - 5:00 pm

**27.11.2026**

Live-Online

**Course**

zoom

**Module times**

Friday, 27.11.2026

9:00 am - 5:00 pm

**22.02.2027**

Live-Online

**Course**

zoom

**Module times**

Monday, 22.02.2027

9:00 am - 5:00 pm

Current dates and further information can be found at [www.haufe-akademie.de/41559](http://www.haufe-akademie.de/41559)

### Participation fee

€ 890,- excl. VAT

€ 1.059,10 incl. VAT

### Your registration options

Online: [www.haufe-akademie.de/41559](http://www.haufe-akademie.de/41559)

E-mail: [anmelden@haufe-akademie.de](mailto:anmelden@haufe-akademie.de)

Book your training course quickly and easily online. Please be sure to enter the name of the participant and the full billing address with telephone number and e-mail address.

In our Questions & Answers (FAQ) section you will find all the answers to the most frequently asked questions about our training courses:

<https://www.haufe-akademie.de/faqs>

You can also find our detailed conditions of participation on the Internet under [www.haufe-akademie.de/agb](http://www.haufe-akademie.de/agb) or in the overall program.

You can find the complete data protection regulations at [www.haufe-akademie.de/datenschutz](http://www.haufe-akademie.de/datenschutz).

**Haufe Akademie GmbH & Co. KG**

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