



Reiner Bröckermann  
Leadership Competence  
Communicating and motivating, setting targets and planning,  
expecting and promoting, cooperating and judging  
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## Personnel / Leadership / Career

Leadership seminars are much in demand these days. Clearly there is an attempt - much more than just a few years ago - to seek support, both in the professional world and at university, for resolving the so-called 'human problems'. This is definitely understandable given the growing 'war for talents' and the increasing variety of values, life plans and belief systems. In addition, the now generally accepted view that for the productivity of employees it is not only qualifications that count, but in particular competences, that is the abilities needed to organise themselves in complex and dynamic situations. This applies especially to questions related to leadership.

The author starts out by explaining and clarifying what is meant by leadership, competence and leadership competence and who assumes what obligations.

Then come discussions on setting targets: creativity, defining and formulating targets and determining the degree to which they are obligatory; delegation: tasks, powers and responsibility; collaboration: group, role and conflict; judgement: preparation, implementation and follow-up work; influence: personality, power, authority and trust; communication: expertise and relationship levels as well as motivation: incentives, motives, actions, objectives and adaptation. A concluding chapter summarises the most important findings.

### About the Authors:

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### Intended Audience:

This planned book is to provide professionals with help to help themselves; that is, it will help them to reflect on and improve their own leadership behaviour against the backdrop of approaches to leadership and competence. It should also provide newcomers to leadership roles with the necessary skills to assume leadership responsibilities.

### Key Features:

- 1 Praxis-oriented presentation with examples, overviews and checklists
- 2 Scientific findings presented in a comprehensible manner
- 3 Current topic in entrepreneurial practice and at universities