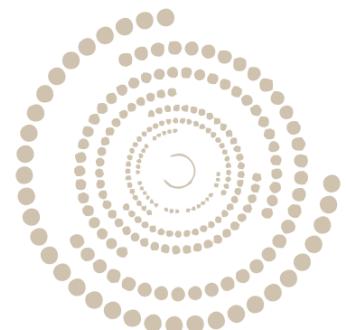


Introduction



INSIDEOUT

COMPASSIONATE LEADERSHIP

Compassionate leadership comes
from the inside out





We are...

an OD consulting company that helps organizations build thriving cultures through training, coaching, assessment and consulting.

Our Mission

To develop empathetic, empowering leaders who authentically lead people, teams, organizations and change with

**COMPASSION &
ACCOUNTABILITY**



INSIDEOUT

Why Compassionate Leadership?



The successful organizations of the future won't be led by individual employees, but by committed, decisive, and collaborative teams. What these teams have in common is a strong bond — both personally and professionally. This bond helps them celebrate successes, learn from mistakes, and keep improving together.

Compassionate, empowering leaders are the ones who build this bond. They create a culture of trust and understanding, where people feel motivated, committed, and creative. They listen to their team's needs and shape an environment where everyone can do their best — without sacrificing high performance.



We believe



LEADERSHIP

can be successful if we are able to communicate with people of different abilities in a way that is tailored to their individual characteristics and successfully mobilize them towards common goals.



COMMUNICATION

is a tool to strengthen relationships and build trust with every interaction, thus lay the foundation for effective cooperation.



CONFLICT

is a natural and healthy consequence of diversity, it is an opportunity to create something better instead of destroying.



COMPASSION

is the basis for building stronger relationships because it allows us to understand other people's perspectives and find solutions even in difficult situations.



RESPONSIBILITY

begins with us. Only those who take responsibility for their own lives and challenges can hold others accountable in an authentic way.



INSIDEOUT



Our Solutions



- **Leadership Development**
- **Organization Development**
- **Cooperation Development**
- **Communication Development**
- **Personal Effectiveness**
- **Coaching and Supervision**
- **Grief Recovery in Organizations**

Leadership Development



- Leading Self Training
- Empowering Leadership Training
- **PCM® for Leaders**
- Coaching Skills for Leaders/Managers
- **Leading Without Drama®**
- **Compassionate Accountability®**
- Motivational Map
- Facilitation Skills
- Leading and Managing Change
- Leading and Developing Teams
- **Insideout Leadership Academy**





Organization Development



- Organizational Culture Development
- Change Management
- Organizational Loss & Grief Recovery
- HR Consulting

Cooperation Development



Cooperations Skills Trainings:

- The Laws of Connection - Relationship Skills
- The Basics of Effective Collaboration

Team Buildings:

- Team Building Workshops
- Team Building with PCM
- Team Building with No Drama

Team Coaching



A photograph of four people sitting on a light-colored wooden floor against a wall. Each person is holding a large, semi-transparent speech bubble of a different color (grey, pink, orange, and light blue) in front of their face. The person on the far left has a tattoo on their arm. The person in the center is wearing red sneakers. The person on the right is wearing brown shoes. The background is a plain, light-colored wall.

Communication Trainings



- Assertivity and assertive communication
- Developing empathy
- **PCM – Effective communication with Personality types**
- Conflict resolution basics
- **Leading out of Drama – Enabling Positive Conflict**
- Difficult conversations
- Effective and authentic feedback
- Mastering apologies
- Effective presentations

Personal Effectiveness Trainings



- How to be “Adult” – Self-awareness based on TA
- PCM Personality Types – Self-awareness
- Laws of Connection – Collaboration skills
- Boundaries – Group dynamics and collaboration
- Masters of Time – Priority and time management
- Resilience and stress management
- Leading Change – Generating and leading change
- Managing Change – Living and managing change
- Immunity to Change – Limits and opportunities for personal development
- Who are YOU? Personal branding





Coaching & Supervision



- Coaching
- Leadership Coaching
- Executive Coaching
- Team Coaching
- Action Learning
- Supervision for Leaders
- Supervision for Coaches



A close-up, high-contrast photograph of a person's face, focusing on the eyes and nose. A single, clear tear is captured mid-fall from the left eye. The skin is textured and shows some reddening or discoloration around the eye area. The lighting is dramatic, with strong highlights and shadows.

Grief Resolution



- Corporate presentations and webinars (education about grief and grief recovery)
- Workshops for recovering from loss in the organization
- Change management training incl. loss management
- Individual program (coaching) for grief recovery*
- Group program for grief recovery*



PARENT



ADULT



CHILD

Our Approach



The backbone of our professional approach

Transactional Analysis (TA).

The basis and purpose of our programs is to develop:

- Self-awareness
- Accountable adult behavior
- I'm OK, You're OK mindset
 - Healthy connection
 - Adaptive communication



International Licensed Training Programs



Our licensed training programs are internationally acknowledged, innovative methods based on the theoretical background of **Transactional Analysis (TA)**.



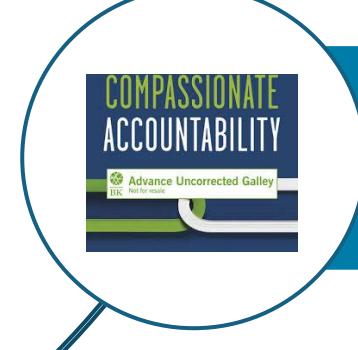
PCM®

Self awareness, communication, motivation, stress management, cooperation & teamwork



Leading out of Drama™

Enabling positive conflict vs. negative drama



Compassionate Accountability™

Leadership development program not only for leaders





Process Communication Model®

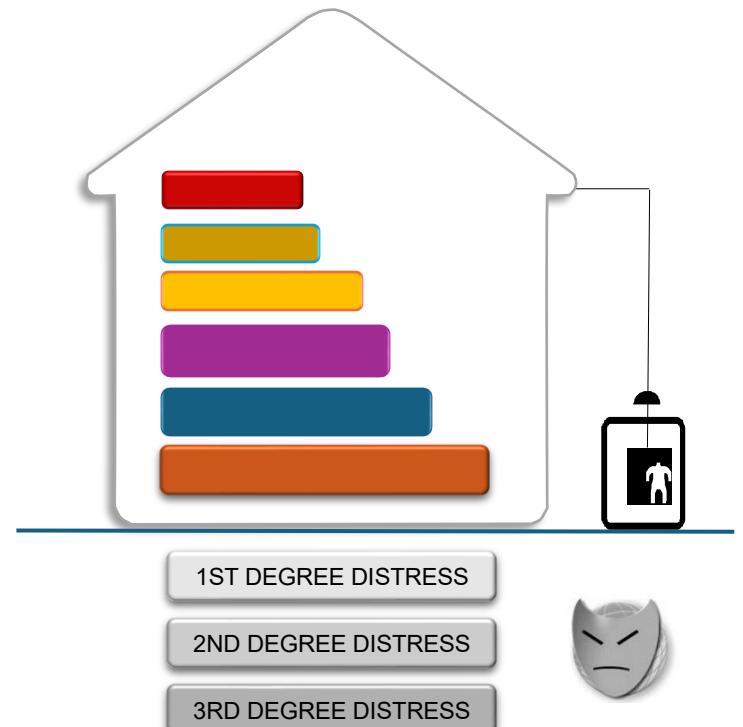
PCM® is an innovative self-awareness and communication toolkit.

It enables you to be more effective and connect better with others in all areas of life. Whether it's communication, manager-employee collaboration, sales, or personal relationships, PCM® helps you make the most of your relationships.



Where you can use PCM?

- Individual and executive coaching
- Self-awareness training
- Effective communication and conflict management
- Stress management
- Executive effectiveness
- Sales effectiveness
- Team effectiveness

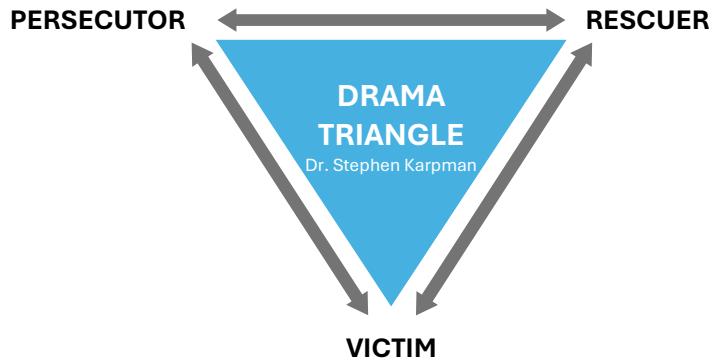
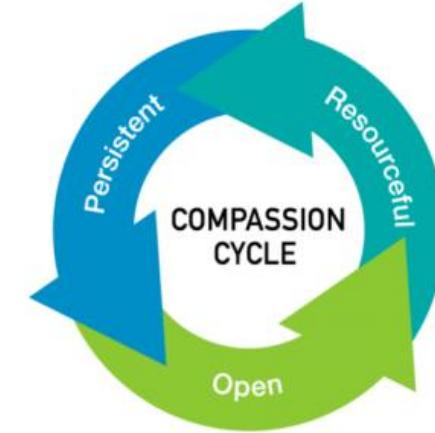


PCM shows us how to overcome stress and stay balanced in order to get the most out of ourselves.

Leading out of Drama™



LEADING OUT OF DRAMA



The **DRAMA TRIANGLE** was developed in 1968 by Dr. Stephen Karpman to illustrate the negative roles we play in individual and group interactions.

The Drama Triangle helps us understand where we go wrong in communication and connection. Drama sabotages morale, commitment, and effectiveness.

POSITIVE CONFLICT means that we approach conflict by taking personal responsibility and engaging in problem solving, while strengthening the relationship and preserving dignity. It offers an approach and tools for stepping out of the drama and connecting with each other effectively, even in difficult situations.

Learn 3 skills • 3 x 3 strategies • 3 rules

The training equips you with the skills to transform the energy of conflict into positive outcomes, every day, in every interaction:

THE DRAMA RESILIENCE ASSESSMENT

The profile created for participants based on the online questionnaire shows

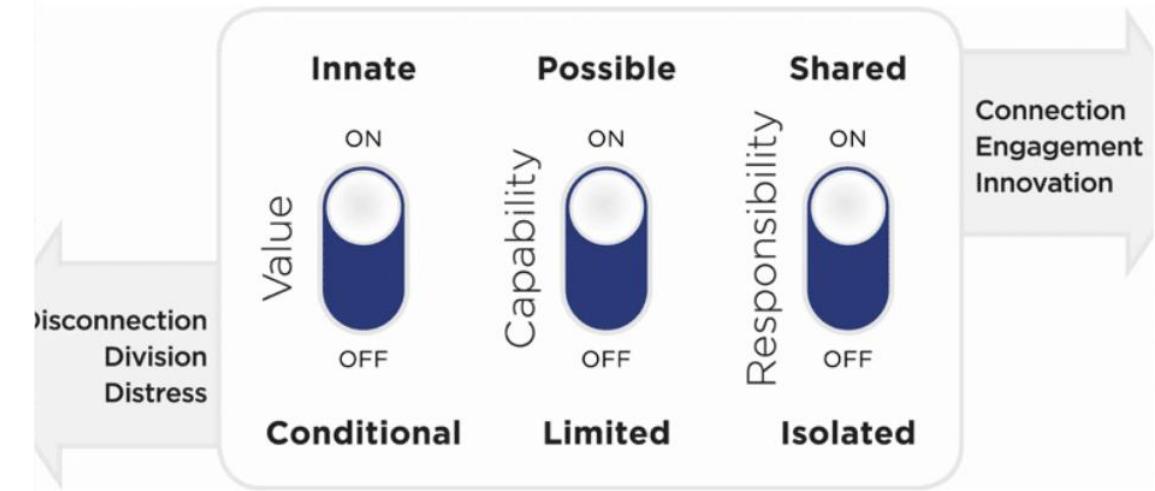
- what their favorite Drama roles are
- how developed their Empathetic Conflict skills are
- how high the risk is that they will get involved in Drama instead of positive conflict

COMPASSIONATE ACCOUNTABILITY



Accountability without compassion creates negative cultures that can't keep great talent. Compassion without accountability creates avoidant cultures that can't perform.

Never before has the need for compassion **AND** accountability been greater. Everything from attracting and retaining top talent, to the success of your inclusion and belonging initiatives, to your ability to innovate and adapt depends on combining human connection with performance.



Compassionate Accountability is the new core competency for leaders - going beyond the basics of emotional intelligence training - and next differentiator for great leadership and flourishing workplaces.

- Turn on the **COMPASSION MINDSET**
- Learn the **3 Compassion Skills**
- Practice leadership communication with compassion and accountability.

Insideout – Compassionate Leadership Academy



PCM® Pers. Types

Self-awareness
Tailored communication
Motivation
L'ship style
Stress management

L'ship Communication & Coaching

Communication and behavioral styles
Effective leadership communication
Coaching toolkit

Positive Conflict LOD®

Dealing with difficult situations
The Positive Conflict Toolkit
Effective feedback

Empowering Leadership Comp Acc®

Leadership styles, roles, and practices
Empowering leadership skills
Delegation, follow-up, performance management

Leading Teams & Change

Group dynamics
Cooperation development
Managing change in teams and organizations

ACTION LEARNING

ACTION LEARNING

ACTION LEARNING

Inter-modular learning groups and Individual coaching





Insideout Online



Most of our programs are also available in an online version.

For detailed information and a customized offer please contact us:

info@insideout.hu

Our Clients





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