

# awaris



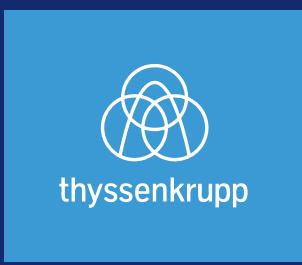
## ADDED VALUE THROUGH AN INTEGRATED APPROACH

### Customer reference of thyssenkrupp Academy GmbH

thyssenkrupp is a technology group with strengths in materials. Over 162,000 employees in 78 countries work with passion and technological know-how to develop high quality products and intelligent industrial processes and services for sustainable progress. Their skills and commitment are the basis for thyssenkrupp's success. Together with its customers, thyssenkrupp develops competitive solutions for future challenges.

The engineering expertise, technology and innovation from thyssenkrupp are the key to meeting diverse customer and market requirements around the world, growing on the markets of the future and generating stable earnings, cash flows and value growth.

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Within thyssenkrupp it had been discussed for a long time to place more emphasis on the topic "mindfulness" in the context of executive managers' development. The focus was particularly on the connection with neuroscientific findings concerning the subject of stress and attention control.

In 2017 it was then so far. After extensive market research and discussions with companies that had already integrated the topic into their personnel development, a multi-level concept was developed with the aim of addressing the different levels of leaders individually.

### Torsten Fröhlike, Head of Regional Learning Germany at thyssenkrupp

"We wanted to integrate the topic holistically into the company", says Torsten Fröhlike who is responsible for the topics general skills and non-grade leadership at the thyssenkrupp Academy. "We wanted to establish a method that would help us to be more focused and resilient in today's complexity."

The thyssenkrupp Academy was looking for a new approach to stress management that would be practical and not esoteric. "In the VUCA world, mindfulness provides good strategies for self-control, particularly essential for our leaders", adds Torsten Fröhlike.



The decision to integrate mindfulness into the existing program was made at a time when management development for the middle management was being reviewed. A "change in mindset" and "experience learning" were set as headlines; a corresponding three-day-program was developed by the thyssenkrupp Academy. The afternoon of the third day was entirely reserved for the topic of mindfulness. The task of the integrated mindfulness session is to provide strategies that are directly linked to the topics of the entire leadership program and thus add a further dimension, mindfulness in everyday leadership.

"We live an integrated concept. We attach great importance to the fact that a selection of our programs have this link to mindfulness, as it creates the most added value", says Lisa Hauser, responsible for the program. "Of course, in the case of mindfulness, we also wanted to generate a general interest in the topic, which we succeeded in doing, as the high interest in advanced seminars shows", she adds.

The mindfulness content focuses on the general attitude of the leaders, as well as improvement of focus, presence and emotional control. Another major concern is to apply the company's mission statement to the individual, in this case the manager. For the individual, this means precisely defining one's own values and oneself as a leader. Mindfulness practice is ideal for this purpose.



### Tasks and objectives of the project:

- Evaluation of the general attitude of managers
- Increase of presence and concentration
- Definition of the manager's own values as well as an improvement of the self-image
- Support of the development of emotional control

Elisabeth Hauser, Program Manager at thyssenkrupp Academy GmbH



"The added value of mindfulness is seen in the way it influences general attitude. The scientific proof of the effects of these methods, as well as the fit with other approaches in our leadership programs, convinced us to take this route with the support of Awaris."



"If the managers are clear about themselves, this has a positive impact on their environment and on the way they treat their employees. Our goal is a value-based performance culture - mindfulness

contributes to this. We see middle management executives as multipliers - after all they are the backbone of the company.", states Lisa Hauser.

## AND HOW DID THE PARTICIPANTS REACT TO MINDFULNESS?

Of course there were skeptics but as the internal evaluations show, this could also be resolved.

"In the end, we got everyone on the cushions", says Torsten Fröhlke, meaning that everyone has been involved in the program so far. This is achieved through a focus on the business aspect as well as the strong connection between mindfulness and the business.

The participants show great openness and interest in bringing mindfulness into their work and deepening it.

The transfer to everyday life and focus on sustainability is also part of the program. In a four-week follow-up there are further impulses on mindfulness, a wrap up, a moderated exchange among the participants and small tasks for everyday life.

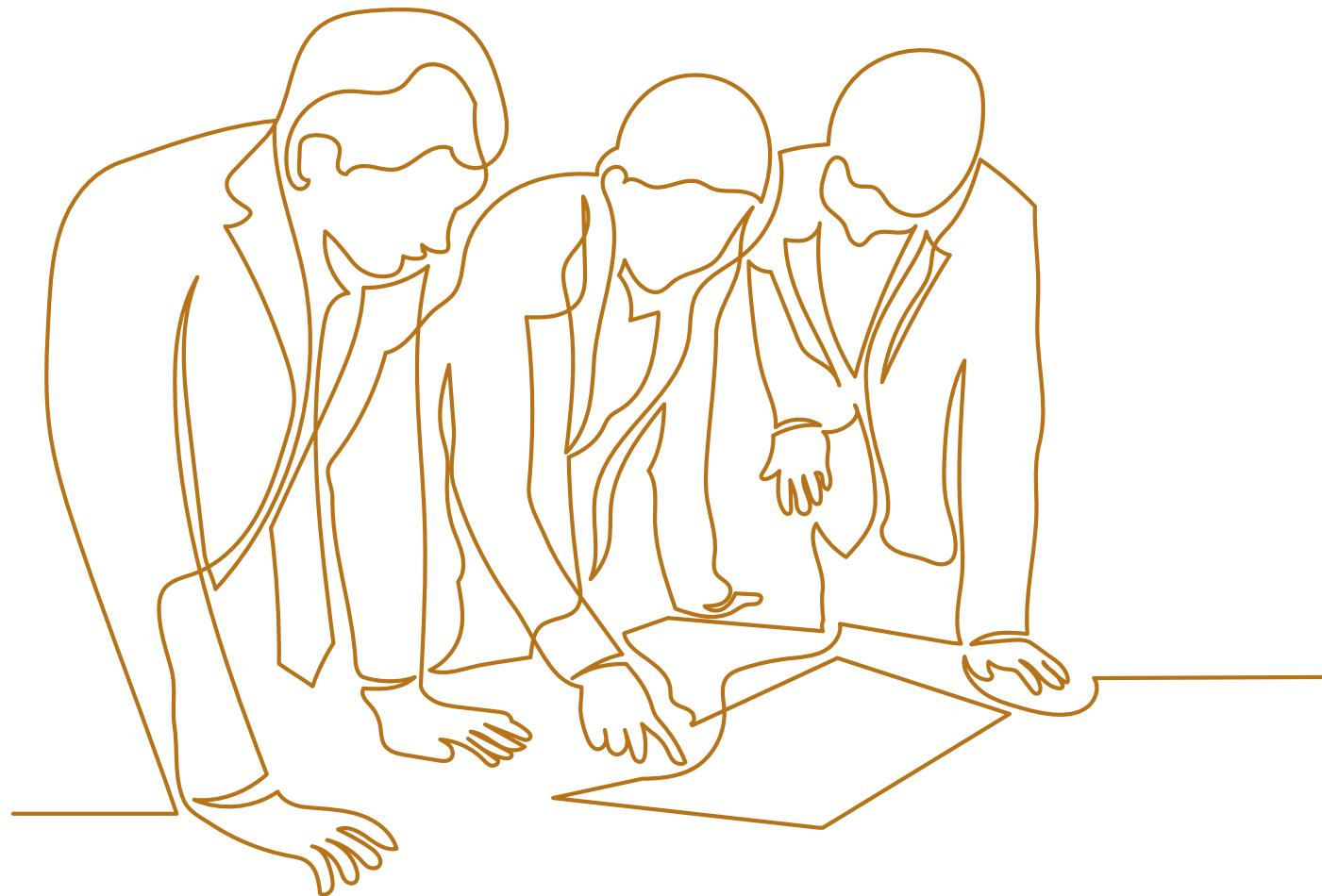
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## HOW WAS WORKING WITH AWARIS?

"Dedicated, burning and passionate. The coaches fit well and identify personally", is the unanimous opinion.

"Awaris offers good advice and supports you to develop mindfulness at work. Their team is respectful and they work alongside you. They

are also sensitive to the company's situation", says Torsten Fröhlik and he recommends anyone who is thinking about introducing mindfulness into their company to do this carefully. "There is no one size fits all, everyone should find their approach that suits their company and the prevailing culture."



## ABOUT AWARIS

Awaris is a leadership development company that combines scientifically proven mindfulness-based interventions with mindset and behavioral changes in the context of complex environments. A major focus of Awaris' work is the neurophysiological dimension of human behavior: Awaris seeks to deeply understand how humans function and what humans require to work well – individually and in groups. Awaris engages with clients in a variety of ways, including face-to-face training that applies blended learning formats, retreats, and train-the-trainer courses. The company also provides proprietary technology solutions to support leadership development, including self-developed mobile apps and a learning platform. Awaris is based in Germany and has a network of trainers in Europe, North America, South America and Asia. It has subsidiaries in the UK, France, Austria, the Benelux region and China.

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