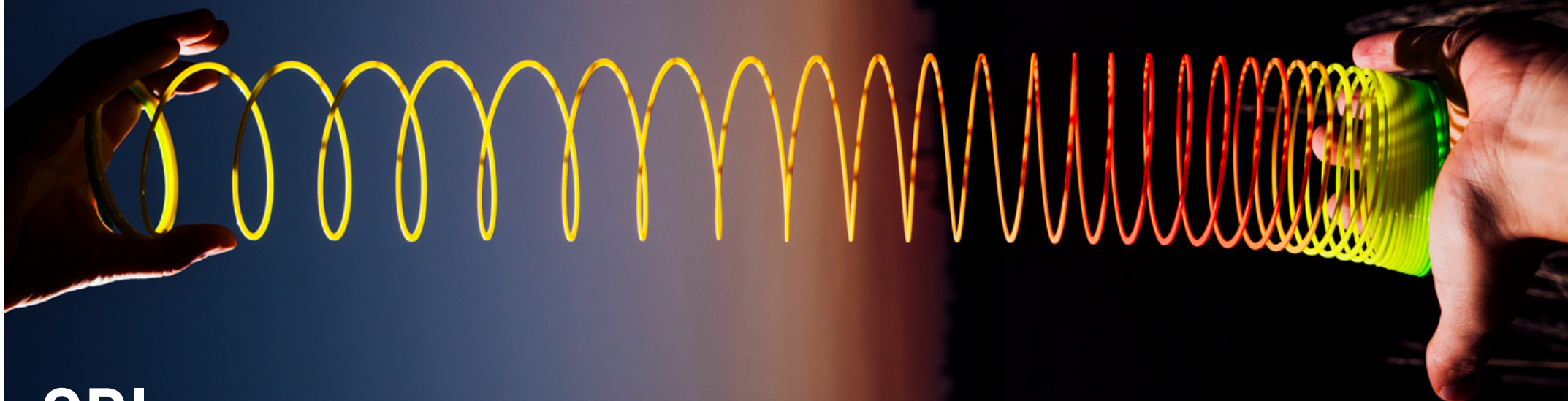


GDI

GOTTLIEB DUTTWEILER
INSTITUTE

CREATING FUTURES



GDI IMPACT LEADERSHIP PROGRAMME FOR DEPARTMENT STORES

Developing the Next C-Suite Leaders
in partnership with
Intercontinental Group of Department Stores



IGDS

WHAT IS YOUR ESSENTIAL IMPACT AS A FUTURE C-SUITE LEADER? HOW CAN YOUR DEPARTMENT STORE BUSINESS SURVIVE AND THRIVE IN THE FUTURE?

“We are at a critical juncture for the department store industry worldwide, and only the strongest and most innovative will survive. This is of deep concern to me, and I worry that there are not enough forward-thinking, innovative leaders in our industry who will be willing to risk changing the status quo and will work to create a new model to attract consumers away from the alternative options that are performing well today at the expense of department stores.”

Terry J. Lundgren
(former CEO & Chairman of Macy’s Inc.)

THE GDI IMPACT LEADERSHIP PROGRAMME FOR DEPARTMENT STORES

is a leadership development programme bringing you together with department store leaders from around the world, with the potential to take on greater leadership responsibility at the C-suite level in the near future.

Within this programme, open to leaders of all department store companies worldwide, you will define your impact leadership profile as an executive leader, integrate effective forward-thinking tools and develop your full leadership potential as a future shaper by having foresight and insight, reflecting and consciously making a transformational impact.

PARTICIPANTS CONNECT & CO-CREATE WITH PEERS IN THE GLOBAL DEPARTMENT STORE INDUSTRY

TOP PERFORMER

Are you recognized as a high-performing senior manager within your organization, currently at level 3?

HIGH POTENTIAL

Are you ready to take on wider accountability and leadership responsibility at the C-suite level in the near future (potential for level 2)?

EXPERIENCED MANAGER

Are you an experienced manager with at least 7 years' experience in the department store industry?

... then join other executives from different organizations, cultures and nationalities from the global department store industry for an enriching learning experience that will help you define your leadership impact and your future.



KEY LEARNINGS

UNLOCK THE POWER OF THREE IMPACT LEADERSHIP LEVELS

Impact Leadership is grounded in addressing the following three questions. The programme is highly interactive and highlights not only these three levels, but also their interconnections.

WHY does our department store industry need to transform?

WHAT do we need to do to stay agile?

HOW do we act as impact leaders to proactively create our future together?

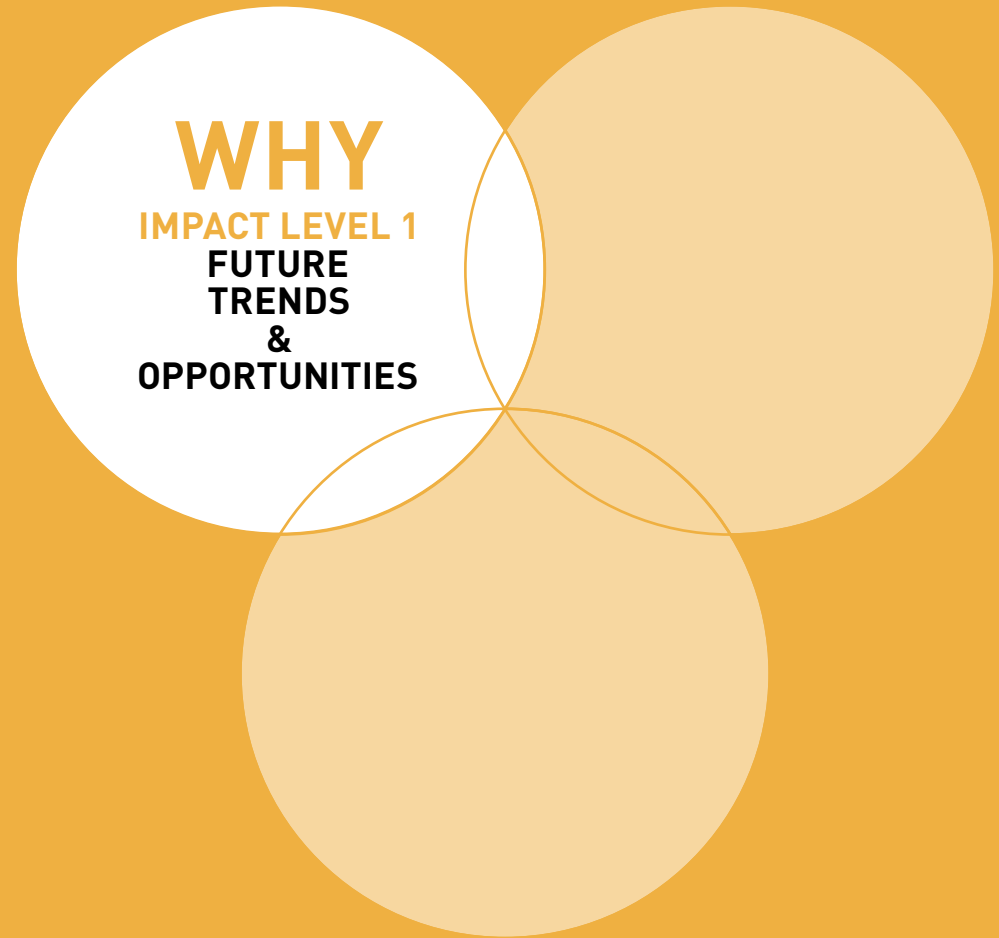


IMPACT LEVEL 1: WHY LEADERSHIP SKILL FORESIGHT

WHY does our department store industry need to transform?

The dynamic driving forces behind economic, societal and environmental change.

- Analyze the trends in society, the economy, technology and the environment, and evaluate how they impact the industry and your business
- Understand the fundamentals behind the development of customer needs – and reflect on what it takes to create an excellent customer experience
- Be aware of yourself as a leader – and how trends impact you and your leadership



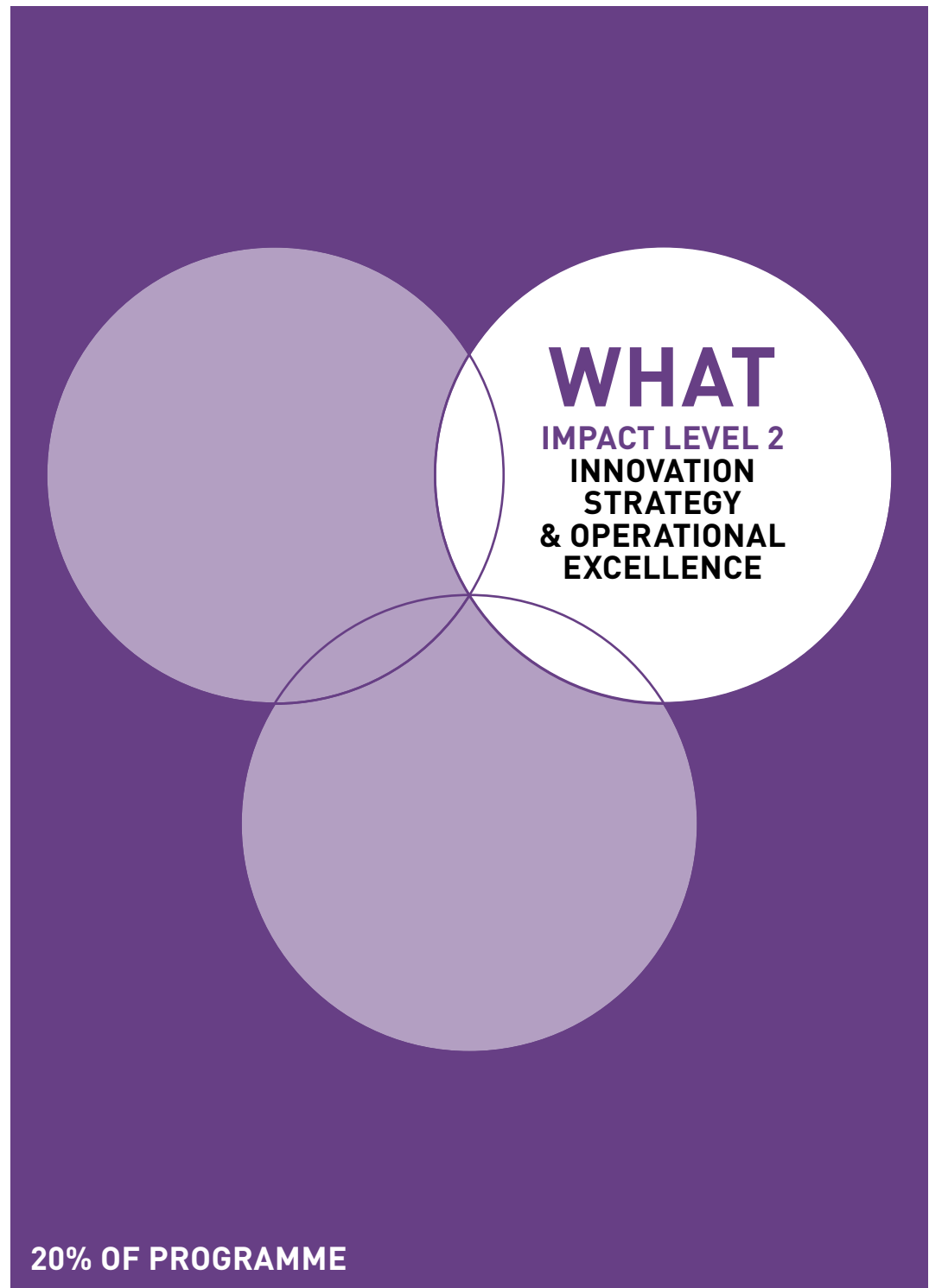
20% OF PROGRAMME

IMPACT LEVEL 2: WHAT LEADERSHIP SKILL INSIGHT

WHAT do we need to do to stay agile?

A systematic approach to continuous innovation and organizational development.

- Develop a holistic understanding of strategy, structure and culture – recognize challenges and risks and where to create the greatest impact
- Reflect on areas of operational excellence and innovation – and build on your awareness of how conflicting goals can be tackled
- Work with efficient tools throughout the innovation funnel – from creating ideas to business concepts

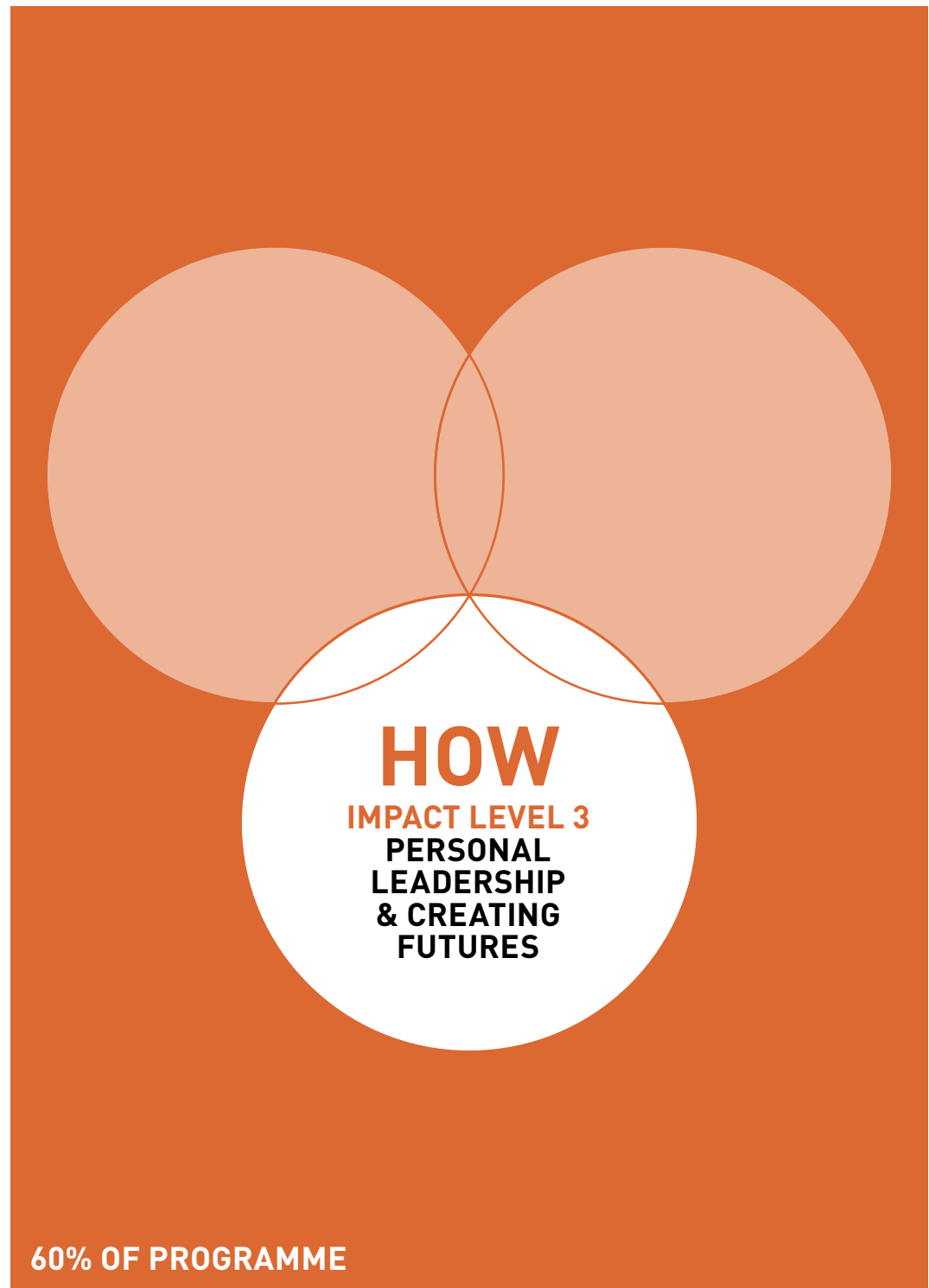


IMPACT LEVEL 3: HOW LEADERSHIP SKILLS REFLECTION & ACTION

HOW do we act as impact leaders to proactively create our future together?

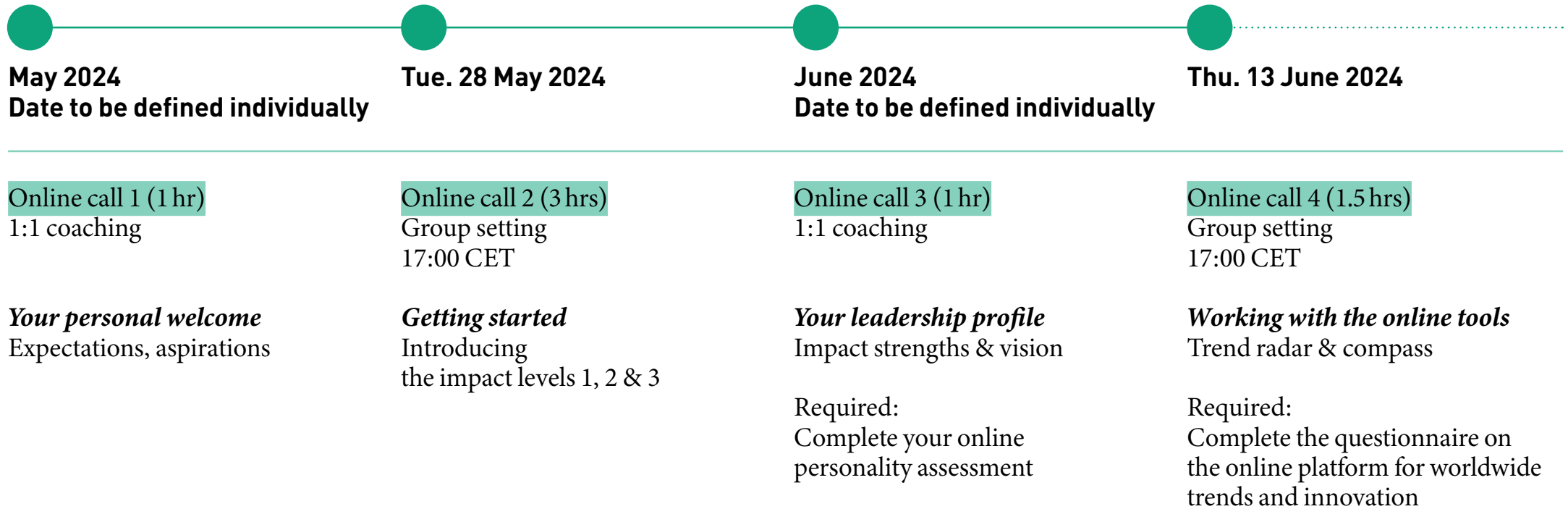
Energizing ourselves, our teams and our organizations.

- Reflect on your personal impact leadership profile, in particular your impact strengths, and how to build on them as an individual and in your team
- Define your vision, personal ambition and strategic network
- Lead effectively and mobilize people by defining your personal set of impact tools



YOUR IMPACT JOURNEY

STAGE 1: CONNECTING / ONLINE PREPARATION & PERSONALIZED COACHING



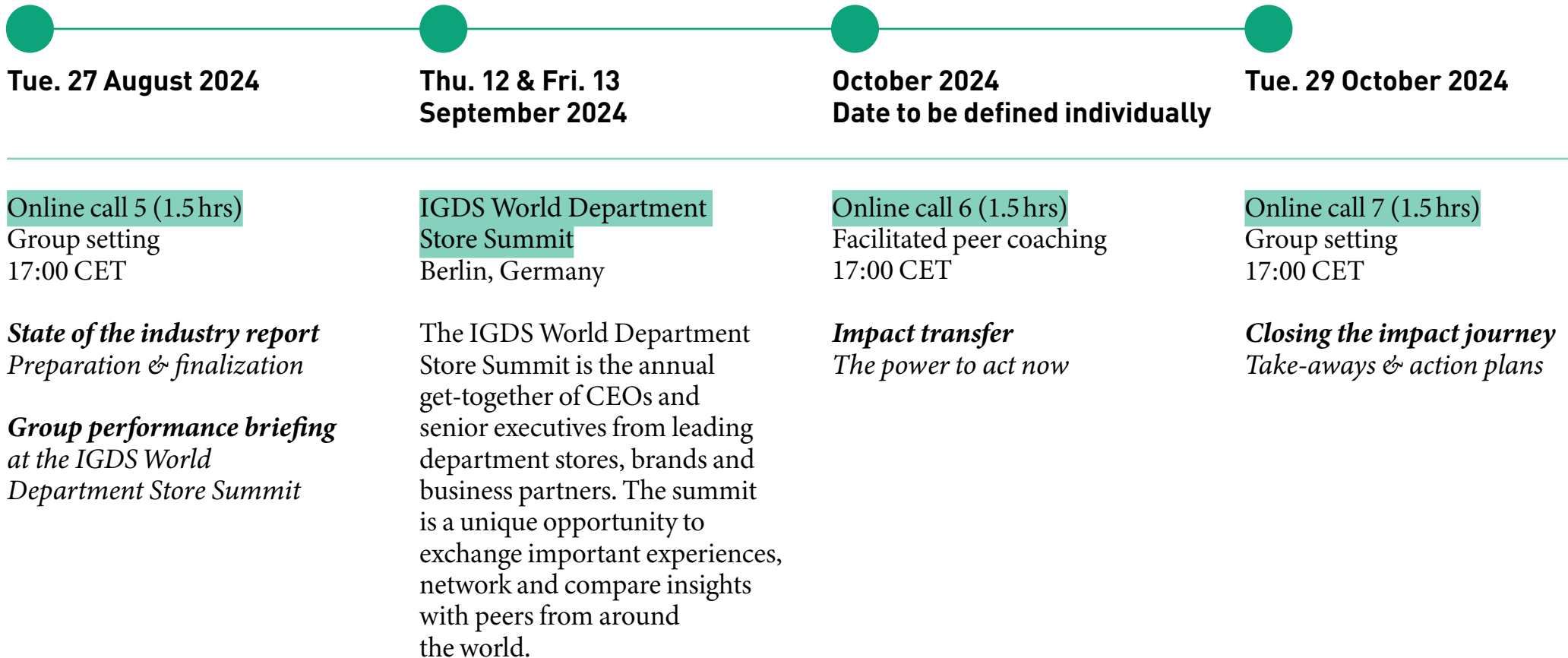
YOUR IMPACT JOURNEY

STAGE 2: CO-CREATING / AT THE GDI CAMP (3.5 DAYS)

● Mon. 08 July 2024	● Tue. 09 July 2024	● Wed. 10 July 2024	● Thu. 11 July 2024
	<p>From trends to action fields</p> <p><i>Foresight</i> Agile foresight workshop</p> <p>IMPACT LEVEL 1</p>	<p>Defining your impact strengths</p> <p><i>Reflection</i> Peer groupwork</p> <p>IMPACT LEVEL 3</p>	<p>Boosting your future impact</p> <p><i>Reflecting & presenting your impact statement</i> Peer feedback</p> <p>IMPACT LEVEL 3</p>
<i>Lunch at the GDI</i>			
<p>Quo Vadis department store industry</p> <p><i>Orientation & deep dive with the GDI think tank</i></p> <p>IMPACT LEVELS 1, 2, 3</p>	<p>Operational excellence & innovation</p> <p><i>Insight</i> Bridging polarities in your team & organisation</p> <p>IMPACT LEVEL 2</p>	<p>Unlocking the power of the three impact levels</p> <p><i>Making a transformational impact</i> Peer case consulting</p> <p>IMPACT LEVELS 1, 2, 3</p>	<p>Building your strategic network & plan</p> <p><i>Leading with impact: Transfer of learning</i> Defining your next strategic moves, action planning</p> <p>IMPACT LEVELS 1, 2, 3</p>
<i>Networking dinner at the GDI</i>	<i>Crossing Lake Zurich, Themed dinner</i>	<i>Unconference, Dinner at the GDI</i>	

YOUR IMPACT JOURNEY

STAGE 3: PERFORMING / AT THE IGDS WORLD DEPARTMENT STORE SUMMIT (1.5 DAYS) & PEER COACHING

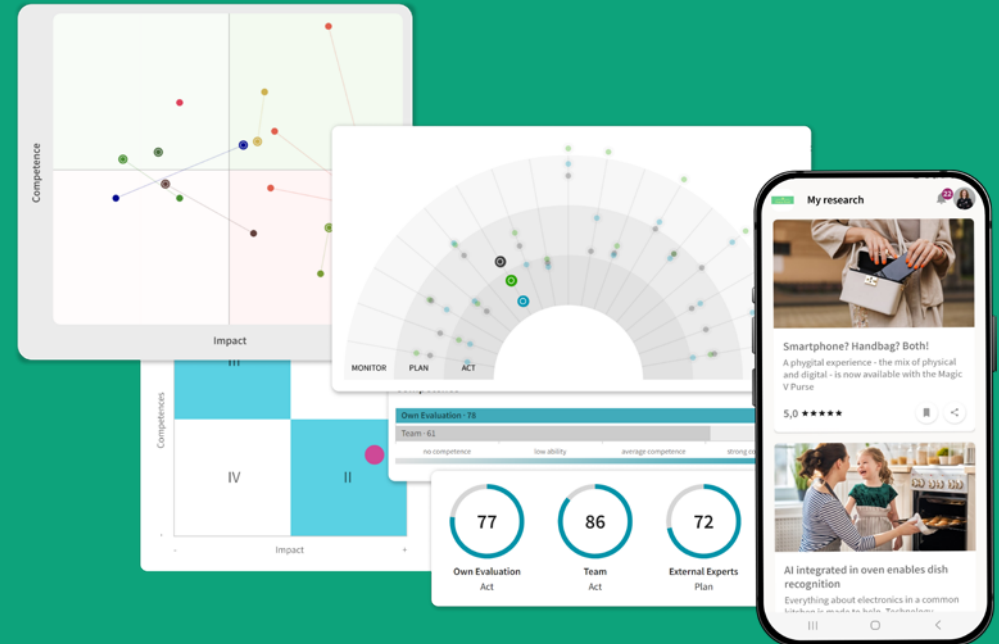


CO-CREATION

You will be introduced to a cutting-edge online process to evaluate current trends and continuously monitor the latest innovation news on the market in order to co-create future scenarios and concepts with your colleagues.

- You will use an online trend radar and compass to organize your foresight in an efficient way
- You will learn to cooperate with peers on an online trend board and within an online process
- You will experience how to facilitate a workshop to translate trends into action fields and future concepts.

As a result, you and your group will define a “state of the industry” report to be presented at the upcoming IGDS World Department Store Summit. This report will encompass your developed foresight results, commented and enhanced by insight from our GDI think tank. This report will also be a take-away for you from this programme that will encourage necessary future-oriented conversations within your organization.



PERSONALIZED COACHING

INDIVIDUAL COACHING

You will start the journey with a one-to-one expectation and aspiration talk, as well as a one-to-one coaching integrating the newly developed best-in-class personality self-assessment PrinciplesYou (created by Ray Dalio, Dr. Adam Grant, Dr. Brian Little and Dr. John Golden, based on the scientifically proven Big Five personality assessment. For more information, see: www.principlesyou.com)

PEER COACHING

Gather fresh insight and feedback with your “reflection buddy,” whom you will select from among all the participants in your group. Your peer coaching partner will not only be reflecting with you throughout the programme. Very often, these buddy teams also continue collaborating after the programme.

GROUP COACHING

Within the GDI camp, you will benefit from sharing experiences and gaining feedback on current leadership challenges in a safe setting.

UNDERSTAND
YOURSELF.

UNDERSTAND
OTHERS.

HELP OTHERS
UNDERSTAND
YOU.

PrinciplesYou
from Ray Dalio, Co-creator of PrinciplesYou

THE PROGRAMME TEAM



TANJA INEICHEN
Programme Director
Co-facilitator, Coach

Head of Leadership & Transformation at the GDI; certified PrinciplesYou coach; renowned author in the field of impact leadership; Master's degree in Commerce, Vienna University of Economics & Business; 15+ years of business experience in the retail industry.



JEAN-CLAUDE COURTO
Co-creation Expert,
Co-facilitator, Coach

Independent organizational developer, coach and management trainer at the motiv-ch network (co-founder); economist, University of Basel; passionate flow team designer and FlowStyle specialist; 20+ years of experience co-creating customer solutions with impact.



DIETER TSCHERNJAK
Innovation Strategy Expert

Entrepreneur & partner at in-manas: intelligent management solutions GmbH; co-creator of the AI-based digital platform Inno-verse; Master's degree in Strategic Corporate Management, Leopold-Franzen University of Innsbruck; 25+ years of business experience in leading corporate functions and in the consulting industry.



GIANLUCA SCHEIDEGGER
Senior Researcher
at the GDI think tank

Behavioural economist and consumer behaviour specialist; PhD from the Institute of Retail Management at the University of St. Gallen, one of Europe's leading business schools; graduate courses in retailing at the University of St. Gallen; practical experience in campaign management and strategic marketing.

YOUR LEARNING VENUES

GDI CAMP

GDI
Gottlieb Duttweiler Institute
Langhaldenstrasse 21
8803 Rüschlikon/Zurich

Nestled in the beautiful parklands of the GDI Foundation, with a view over Lake Zurich

30 mins. from Zurich Airport
15 mins. from Zurich city centre
5 mins. from your hotel (on foot)

IGDS WORLD DEPARTMENT STORE SUMMIT

IGDS World Department Store Summit 2024
Grand Hyatt Berlin
Marlene-Dietrich-Platz 2
10785 Berlin

Five-star hotel in the heart of Berlin right by Potsdamer Platz

10 mins. from Berlin Hauptbahnhof
35 mins. from Berlin Brandenburg Airport



ABOUT THE GDI – CREATING FUTURES

The Gottlieb Duttweiler Institute (GDI) is the oldest think tank in Switzerland. It researches the future through trend studies and international conferences, develops innovation strategies and trains the leaders of tomorrow. Its key focal areas are retail, food and health. The GDI, which is based in Rüschlikon, is also a venue for business events. The independent institute is supported by the Migros Culture Percentage.



LUKAS JEZLER
CEO Gottlieb Duttweiler Institute

FUTURE RESEARCH

The researchers at the GDI think tank analyze trends across their entire lifespan, draw up potential future scenarios and invite you to reflect on the relevance of these developments for your company.

STRATEGIC INNOVATION

Thinking about the future is only useful if it improves decision-making. The GDI works with you to translate insight into targeted solutions with specific business values.

IMPACT LEADERSHIP

In collaboration with your senior managers, we explore your purpose, vision and values to ensure successful, sustainable transformations. As part of this process, we focus on effective management for the benefit of the company, society and the planet.

EVENT LOCATION

We've won multiple awards as a top venue and will organize your events to satisfy the most exacting quality standards. The institute's pioneering spirit, paired with its unique positioning and stunning views over the city of Zurich and the lake basin, turn your events into an unparalleled experience.

START YOUR IMPACT JOURNEY

5 DAYS ON SITE WITHIN AN IMPACT JOURNEY OF 6 MONTHS (IN TOTAL), INCLUDING:

- 3.5** days on site at the GDI Campus:
Mon. 8 to Thu. 11 July 2024, Zurich, Switzerland
- 1.5** days on site at the IGDS World
Department Store Summit:
Thu. 12 & Fri. 13 September 2024, Berlin, Germany
- + Facilitated online process with 4 online group meetings
- + 2 one-to-one coaching sessions and
1 transfer coaching session (in a small peer-group setting)
- + Personality assessment analysis
- + Access to a platform for worldwide trends
and innovations

Programme language: English

FEE **CHF 5900**

(price includes all course materials, dinners,
lunches, coffee breaks and free admission to the
IGDS World Department Store Summit 2024;
price excludes accommodation and travel expenses)

NOMINATION

October 2023 to Tue. 30 April 2024

START OF ONLINE PROGRAMME

May 2024

END OF ONLINE PROGRAMME

October 2024

OFFERED

Once a year to 12–24 talents
nominated by department stores



MORE INFO & APPLICATION:

gdi.ch/en/leadership-department-stores

- Maximum of 3 participants per
department store company
- English language proficiency
required
- First come, first served

Contact:

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Director, Head of Leadership
& Transformation at the GDI
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+41 44 724 62 09