

# Leading Through Change and Mindful Transitions



## Interactive Training

- Navigating transitions with clarity and emotional stability
- Releasing inner resistance and building forward momentum
- Strengthening self-leadership, confidence and decision-making
- Using mindfulness and body-based tools to stay grounded
- Building your personal transition roadmap and support system
- Navigating Transformation with Stability, Clarity and Confidence

### Speaker



Dr. Anne Zuse  
CEO, Founder, Coach and Trainer  
Luminaria Life GmbH, Cham  
Switzerland

# Leading Through Change and Mindful Transitions

## Day 1/2 – Understand and Stabilise

### Modul 1

#### The Psychology of Change and Transitions

- Transition cycle: emotional phases and performance dips
- Typical reactions to uncertainty
- Recognising your personal transition patterns

### Modul 2

#### Barriers, Resistance and Inner Blocks

- Identifying fears, beliefs and assumptions
- Navigating uncertainty and identity shifts
- Tools to release resistance and unlock momentum

### Modul 3

#### Stability and Self-Strengthening

- Emotional regulation and nervous system grounding
- Mindfulness and body-based tools to regain calm
- Resource mapping: strengths, support, anchors

## Day 3/4 – Clarify, Decide and Move Forward

### Modul 4

#### Clarity, Purpose and Reorientation

- Values and purpose reflection
- Resetting priorities during change
- Visioning exercise – who are you becoming?

### Modul 5

#### Confidence, Decision-Making and Action

- Decision models to reduce overwhelm
- Managing ambivalence and doubt
- Tool: Decision Reset and confidence activators

### Modul 6

#### Integration and Navigation Roadmap

- Personal 8-week transition plan
- Peer coaching exchange
- Anchor habits for long-term resilience

## Aims and Objectives

In today's fast-moving and inter-connected business landscape, change is constant – restructuring, new operating models, shifting roles and rising performance expectations are everyday realities. For many employees, this environment brings uncertainty, emotional overload and reduced clarity – quietly eroding engagement, confidence and contribution.

This workshop equips participants with the skills to stay focused, resilient, and effective during change. They learn to manage stress, maintain productivity under pressure, and respond with clarity rather than reactivity. The training strengthens self-leadership, enabling confident decision-making and sustained commitment even in times of uncertainty.

For organisations, the impact is tangible:

- Higher engagement and motivation during change
- Greater psychological safety and trust
- Improved employee retention and lower capability loss
- Reduced stress-related absence and disengagement
- A cultural shift from resistance to adaptability

Instead of losing talent to overwhelm or quiet resignation, companies keep their people – and empower them to grow, adapt and contribute through change.

## Worth Knowing

### Who should attend

Employees and leaders in organisations undergoing transformation, restructuring or role changes – including

- professionals stepping into new roles or responsibilities
- high-potential talent navigating career transitions
- employees impacted by organisational restructuring
- leaders and team members seeking clarity during uncertainty
- professionals returning from leave or shifting career identity

### Reasons to Join

- stay grounded and productive during change
- reduce stress, overwhelm and uncertainty
- sharpen decision-making and confidence
- develop emotional self-leadership skills
- gain tools to maintain clarity and stability
- leave with a personalised Transition Roadmap

## Our Speaker



### Dr. Anne Zuse

CEO, Founder, Coach and Trainer  
Luminaria Life GmbH, Cham, Switzerland

*Anne is a Leadership and Resilience Coach, Mental Well-Being Trainer and Career Growth Specialist with 25+ years of experience in the pharmaceutical and healthcare sector. Her expertise includes Resilience and Well-Being, Human Leadership, Stress and Energy Regulation and Career and Transition Coaching during transformation and role shifts. Through Luminaria Life, she helps leaders stay clear, healthy and sustainably high-performing in demanding, fast-evolving work environments.*

## Recommended Seminars

### Profiling, Psychologie und Sprache wirksam einsetzen

24. März 2026, Online-Veranstaltung

### Verträge in der Pharmakovigilanz

26. März 2026, Online-Veranstaltung

### Pharmacovigilance in Clinical Trials: A European and DACH Perspective

24. April 2026, Online-Veranstaltung

### Beyond the Risk Management Plan

14. Juli 2026, Online-Veranstaltung

### Pharmacovigilance Agreements

28. Juli 2026, Online-Veranstaltung

### Was nicht im Risk Management Plan steht

10. November 2026, Online-Veranstaltung

► This and other seminar offers can be found online on our website: [www.akademie-heidelberg.de/online-seminare](http://www.akademie-heidelberg.de/online-seminare)

## Further Information

I am happy to answer your questions about this seminar, in-house trainings and our entire program.



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## Registration Form

### Leading Through Change and Mindful Transitions

Last Name
First Name
Job Title
Company/Organization
Street Address/No.
Postal Code / City
Phone Number
Email Address
Assistant's Name
Date / Signature

Kindly send your registration to: [anmeldung@akademie-heidelberg.de](mailto:anmeldung@akademie-heidelberg.de)

#### Date and Time

11th/13th and 18th/20th August 2026  
9:00 a.m. to 1:00 p.m.  
Online access from 8:45 a.m.  
Seminar code: 26 08 PK702 W

#### Fee

€ 1790,- (plus VAT)

The fee includes access to the seminar as well as the presentation as a PDF file. After the seminar, you will receive a certificate confirming your attendance.

#### General Terms and Conditions

Our general terms and conditions apply (as of 01.01.2010). If you wish, we can send these to you. An English version is available upon request. You can also view our general terms and conditions at any time on our website: [www.akademie-heidelberg.de/agb](http://www.akademie-heidelberg.de/agb)

#### Procedure

- One day prior to the seminar you will receive an email with a link giving you direct access to the online seminar.
- In order to participate, you do not need to download and install any program. You can dial in directly via Zoom using your internet browser.
- You can ask questions at any time and discuss them with the speakers and other participants via your microphone and camera. Alternatively, you can use the chat to communicate.



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