

Leading with Strength in Complex Environments



Interactive Training

- Self-leadership and emotional awareness
- Resilience and mental strengths in fast-paced environments
- Mindful, human-centered leadership
- Psychological safety and trust-building
- The ability to guide teams through complexity with clarity and calm
- Leaders learn how to show up grounded, support others effectively, and foster team cultures

Speaker



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

Day 1 and 2 – Lead Yourself First

Modul 1

Self-Leadership: Personality and Influence

- Your leadership identity and inner compass
- Values, strengths and natural decision patterns
- Drivers, triggers and internal »autopilots«
- How self-leadership shapes team culture
- Healthy boundaries and energy awareness

Modul 2

Emotional Intelligence as a Leadership Power Skill

- Emotional self-regulation under pressure
- Reading team signals and emotional climates
- Communicating needs and intentions clearly
- Managing conflict dynamics early
- Empathetic leadership without losing clarity

Modul 3

Mental Resilience for Leaders

- Resilience foundations for modern leadership
- Identifying stress patterns and recovery needs
- Cognitive strategies for pressure moments
- Managing expectations (your own and others)
- Staying effective without overworking

Day 3 and 4 – Create Clarity and Safety for Others

Modul 4

Mindful Leadership and Modern Leadership Principles

- Presence and focus in demanding contexts
- Leading hybrid and virtual teams intentionally
- Modern leadership vs. legacy leadership
- Decision-making in uncertainty
- Role-modelling calm, direction and alignment

Modul 5

Strengthening Psychological Safety in Teams

- Why psychological safety drives performance
- Fear-free communication and healthy challenge
- Trust-building micro-behaviors
- Preventing silence, perfectionism, burnout signals
- Communication that creates connection

Modul 6

Your Leadership Growth Roadmap

- Leadership reflection and insight harvesting
- Strength-focused development plan
- Micro-habits for sustainable performance
- Support systems and accountability
- Your personal 90-day Leadership Action Path

Aims and Objectives

In modern organisations – especially global, matrix-driven environments – are demanding places to lead. Leaders manage distributed teams, shifting priorities, constant change, and increasing expectations. Meetings multiply, email never stops, and complex stakeholder landscapes mean decisions must be made faster, with greater accountability and less certainty. While pressure rises, time for reflection, recovery, and people – centered leadership often shrinks. The result: even capable, high-performing leaders risk losing clarity, confidence, and psychological bandwidth – just when their teams need stability most.

This seminar equips leaders with the inner resources, mindset clarity, and practical skills required to stay effective in complexity. Participants explore what it takes to lead themselves and others with presence, develop resilience under pressure, and strengthen psychological safety to unlock team performance. Through practical tools, reflection, and real-world application, leaders learn to manage energy instead of just time, make better decisions, communicate authentically, and guide teams through uncertainty.

The goal is to help leaders thrive – not just cope. Participants leave with a clear understanding of human leadership success factors today, the ability to navigate stress constructively, and a personal roadmap to lead sustainably, confidently, and with impact.

Worth Knowing

Who should attend

From practice, for practice: Ideal for professionals and leaders working in clinical research, pharma operations, R&D, and cross-functional project environments. Designed for leaders and decision-makers navigating demanding, dynamic environments – including:

- Project Leaders and Program Managers
- Senior Specialists and Subject Matter Experts
- High Potentials/Emerging Leaders
- Talents stepping into new leadership responsibilities

Reasons to Join

- Gain up-to-date knowledge on resilience, self-leadership and mental strength in complex corporate environments
- Learn practical tools for stress regulation, focus and energy management – easy to apply immediately
- Clarify real work challenges with the speaker and get tailored input for their role, team or function
- Benefit from peer exchange and walk away with practical best practices from other leaders and experts

Our Speaker



Dr. Anne Zuse

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

Dr. Anne Zuse 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

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 with Strength in Complex Environments

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

Date and Time

6th/8th and 13th/15th July 2026

9:00 a.m. to 1:00 p.m.

Online access from 8:45 a.m.

Seminar code: 2607PK701W

Fee

€ 1780,- (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

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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