

thyssenkrupp Academy

International offerings

2024 – 2025



thyssenkrupp



Our offer

In this excerpt you will find all currently available programs in English



Under each program description you find a direct link which provides you with more information on content, dates, prices, venues and registration.

Program fees

Detailed information on the specific fees can be found on the respective program page in we.learn. The invoices are issued through thyssenkrupp Academy GmbH. After the program, an invoice in the amount of the program fee will be charged automatically to your company which is deposited in your profile.

Accommodation costs

Accommodation costs are not included in the program fees. We will gladly inform you in due time about the costs and the reservation process of the respective venue.

Cancellation policy

Cancellation is free of charge until four weeks prior to program start. For details, please refer to the program details in we.learn. If you have to cancel your participation, please cancel your room reservation as well. Cancellations in external venues (for example hotels) may incur cancellation charges. A minimum number of participants is required for all programs. If this minimum number of participants is not reached, we reserve the right to cancel the program at short notice.

We are also happy to provide all available programs in English on our website on request and adapted to your needs.

We would be happy to discuss options with you and prepare an individual offer for you.





Contact
Burcin Ugurlu



Leadership Curriculum A/L1-3

Leading in Dynaxity – Leadership Reflection

Leadership in an environment that is characterized by high dynamic and complexity (dynaxity), requires the structure and design of (more) agile organizational units. This does not require less leadership, but rather a different kind of leadership. This program therefore provides a precise map of classic and agile leadership and the associated attitudes.

In addition to understand the new concepts, the program offers possibilities for a personal internalization of the underlying way of thinking which finally enables a real expansion of the leadership repertoire in practice.

[More info and booking](#)

Leading for health and wellbeing

The program is designed to create awareness of your own health, satisfaction and performance and to offer you approaches, tips and tricks that will help you personally. Your influence as a leader on the health, satisfaction and consequently the performance of your employees will be discussed and reflected. Topics that will play a role here are, for example, dealing with pressure or stress and your role as a role model.

[More info and booking](#)

What the hell are OKRs?

This session will give you insights why the OKRs concept is helpful the context of increasing dynamic and complex working environments. It will cover where the OKR approach makes sense (and where not).

[More info and booking](#)

Discovering Inspirational Leadership

This “Learning Journey” is a unique “time out” which enables you to reflect intensively and to clarify your focus. You will learn how to build alignment, commitment and inspirations in your teams back at work. The experience will allow you to connect deeply with your peers, thus building a sense of community and enabling you to reflect on the challenges you are facing. You will engage in deep personal reflection, peer dialogue or coaching.

[More info and booking](#)



Contact
Burcin Ugurlu



Shaping Leadership Communication

The current changes regarding thyssenkrupp's structure and business performance pose even more communication challenges on you as our top leaders. This program broadens your view on communication as a key leadership task: How do I create inspiration, followership and motivation among others? How do I strategically address others not only with the right message at the right time, but also with the right format to spark engagement, dialogue and honest openness? How can I prioritize messages and express them with clarity while finding the right balance between what can and should be shared with others?

More info and booking

Leading Through Coaching

You will discover coaching as a powerful leadership tool which you can use to enable your people to both achieve peak performance and to reach their full potential. Recognize the value in developing a coaching mindset and understand when and how to use a coaching leadership style. Use the 4 C's of Coaching Model (Connectedness, Clarity, Change and Confidence) in a number of different coaching contexts, including everyday coaching, career coaching and performance coaching. Be introduced to a toolkit of effective coaching tools, which will enable you to get the best out of your coaching conversations. Have maximum opportunity to apply these tools and to practice your coaching skills. Give intensive feedback to your colleagues and receive intensive feedback from your colleagues and facilitators in an atmosphere of openness and trust.

More info and booking

Mastering Your Transition Successfully

This program provides you with the tools, time and structure to specifically prepare yourself for your new role and its added management and leadership responsibilities. You will understand why the first 100 days in the new position are so important, learn the dos and don'ts as well as the success factors and challenges.

More info and booking

The AI Bootcamp – Exploring the New Tomorrow

The technological development of Artificial Intelligence (AI), especially Generative AI, opens up unimagined possibilities – and much faster than anticipated, but also with many possible directions. But what is certain: AI will be an integral part of all our lives in a few at the latest, and the sooner we get to grips with the possibilities, the better we can actively manage the potentials and challenges ahead. In our exclusive AI Bootcamp, you'll discover the future of AI for your business in two consecutive half days. On the first afternoon, you will learn via various impulses and expert presentations which technological developments will determine the next few years and which scenarios may occur. This will help you better understand the strategic importance of AI for your customers and your business. The next morning, you will actively participate in a workshop. You will develop a realistic AI scenario and define your strategic positioning. Our goal is to inspire you to understand all facets of AI, to derive the impact on your business model and to develop first short- and long-term approaches.

More info and booking



Contact
Torsten Fröhlke



Leadership below L3

Forming Leadership Mindset

The program offers you a platform for intensive self-reflection with regard to challenges that determine the typical daily routine as a manager. Together with other participants you will learn how to create a performance-enhancing work environment for your team. You will reflect on your personal leadership values, your approach and your style in conflict situations and you will certainly gain some additional insights regarding the best mindset to deal with conflicts even more successfully. More than ever before, being a leader additionally means leading in times of constant change. Therefore, on the one hand, in this program we take a look at how change from the outside is implemented in a team. On the other hand, we will discuss how to implement ideas and suggestions in your area of responsibility on your own initiative as the responsible manager.

More info and booking

Focus 5 – Leadership practices

The Focus 5 Performance Enablers define behaviours and mindsets as well as specific methods and tools to set the framework for sustainable, future-proof teams and organizations. The focus is on strategic clarity and KPI-based management, collaboration based on agile methods, empowering leadership practices, customer centricity, continuous improvement and organizational flexibility. This program gives you an insight into these relevant leadership practices and helps you to integrate them into your day-to-day management and bring them to life together with your team. As a result, you will increase the performance of your team as well as the motivation and satisfaction of your employees.

More info and booking

Discovering Leadership Essentials

The program provides you with an overview of fundamental leadership topics. You will be introduced to the most important management tools for professional leadership. You will understand your role as a leader and the expectations towards this role. You will be able to selectively apply different options for action as a leader and to master typical leadership situations successfully. Furthermore, you will learn how to lead teams in a systematic way and how to establish smooth collaboration in the team.

More info and booking

Leading beyond Authority – Shaping collaboration, driving topics and projects

The program addresses the challenges teams are facing today: How can you cope with the complexity of today's work environment, your role and your task? How can you convince your team members and colleagues to engage with your topics and contribute to your project? How can you achieve clarity regarding team goals and desired results and take everyone with you? How can you shape an appreciative and constructive team culture? We will get to the bottom of these and other questions in this program. You will reflect on the challenges of leadership without authority and be able to face them. You will understand your influence on trustful and goal-oriented cooperation and how to establish an appreciative and constructive team culture. You will discover important leadership tools and the basics of agile collaboration and be able to establish the team structure appropriate for the respective project goal.

More info and booking



Contact
Michael Manss



Project Management

Our aim is to support you in making your projects continuously more successful.

We offer you modern ideas, methods and tools so that you can master your project work with success and pleasure.
Our offer to you includes both direct project and business support for your projects as well as a variety of training opportunities for in-house events.

Project Management Fundamentals – How to manage projects professionally

Project work is increasingly becoming a daily task at thyssenkrupp. Whether it's external customer projects or internal changes – the structured handling of projects is a key success factor for achieving the project goals set, completing the project on time, and using resources efficiently. In this program, you will learn to apply project management methods and processes to projects according to the latest industry standards.

[More info and booking](#)

Project Management Fundamentals in Plant Business – Run your projects successfully

The successful handling of smaller or larger customer projects is an essential part of the business model of thyssenkrupp's Plant Business companies and a challenge for those responsible. A key success factor for the implementation of external customer projects is professional project management. This program enables Project Managers and project team members to apply PM methods and processes based on PMI® and IPMA® standards. This program covers methods for both the bid and execution phases of a project.

[More info and booking](#)

Leading Project Teams

In this program you will gain a better awareness of your own leadership style within your project and its influence on the behavior of your project team. You will be able to lead your project team effectively and expand your skills in this area. In addition, you will learn to perform your role as a Project Manager in a targeted manner on the basis of trust, a good project culture and emotional intelligence.

[More info and booking](#)

Beyond the Limits 2.0

Project Managers and their core teams often work under extreme pressure. They have to collaborate in a highly dynamic environment, challenged by many unforeseen situations every day.

In this training you will experiment and learn how to work and make decisions as a high performing team under highest pressure.

[More info and booking](#)



Contact
Michael Manss



Successfully managing EPC projects in Plant Business

In this 2-day program, you will receive a comprehensive overview of the typical workflows and processes in EPC projects. You will learn how to analyze the structuring of contractual relationships and contract models (EP, EPC, EPC-M, EPCC, Convertible EPC, ...) using case studies and how to derive the consequences for project execution. You will learn how to efficiently design and coordinate the engineering, procurement, construction and commissioning processes, taking into account the relevant interactions with project management. You will understand how to integrate and implement constructability as a philosophy in the bid and execution phase in order to optimize costs, time and quality. You will develop a project and construction site organization that meets your specific requirements, including communication structures, role concept and understanding of roles.

More info and booking

Contract and Claim Management in Plant Business

This 2-day program enables you to understand different contract models in the bid and execution phase of a customer project and to carry out professional claims management. You will learn how to effectively design, negotiate and implement contracts in plant business. You will learn how to identify, minimize and control risks that can lead to claims situations. You will acquire the necessary know-how to professionally defend against or enforce claims and how to constructively resolve conflicts.

More info and booking

Crisis Prevention and Conflict Management in Projects

In this two-day training program, you will learn how to successfully manage conflicts in projects. You will learn how to analyze the causes and effects of conflicts, apply conflict resolution strategies and use conflicts constructively. You will acquire practical skills in dealing with difficult situations and people that you can apply in your day-to-day project work. You will learn more about the dynamics of conflicts and important psychosocial principles in social conflicts. You will learn about the escalation stages according to F. Glasl and how you can use them to assess, defuse and resolve conflicts.

More info and booking

Project and business support

- Project and team workshops
- Professional sparring
- PM expert impulses
- Moderation of conferences

More info



E-Learnings

for
free

PM Basics

Meet Harry Gant and join him making his first contacts with projects. This E-Learning is a first introduction to projects and project work. With easy to follow dialogues, you will receive an overview of the most important methods and process steps of classical project management.

 1 Hour

[More info and booking](#)

Risk Management Basics

Meet Harry Gant and join him making his first contacts with project risks. Make your first steps in risk management, learn more about the basis and background and get an awareness of possible threats and opportunities of project work.

 1 Hour

[More info and booking](#)

Litigation Awareness

You ask yourself “What is litigation and why is it important for my daily work?” In this interactive E-Learning close-to-business cases will give you practical tips and advices. Further, you will learn more about the do’s and don’ts in daily work communication to support the position of thyssenkrupp in disputes.

 0,5 Hour

[More info and booking](#)

PM Sims

In this interactive learning simulation, you will navigate your own avatar through a thyssenkrupp office building. Being a Project Manager you will manage your own project team, have to make important decisions, negotiate with your Project Sponsor and will get feedback from a virtual coach.

 1 Hour

[More info and booking](#)

Project Sponsor Know How

This E-Learning takes you through the basic definitions of Project Management and highlights typical Project Sponsor situations. Learn what it takes to become a good sponsor and how you can make a difference for your projects.

 1 Hour

[More info and booking](#)

Collaboration



Contact
Nicola
Sonderrmann



#1 MS Teams – Make virtual meeting moderation effective

In this virtual program you will get security in the use of MS Teams and improve your facilitator skills. You learn how to use MS Teams functions such as chat, webcam and breakout rooms in a new way that makes MS Teams meetings much more effective. You get concrete ideas how to increase participants' attention by using different interactive elements. You get tips and tricks how to efficiently structure and organize your MS Teams meetings.

[More info and booking](#)

Agile & New Work



Contact
Michael Manss



Thinking out of the Box – What the hell is „agile“?

This interactive impulse session will give you insights why agile concepts are helpful the context of Dynaxity (increasing dynamic and complex working environments). It will cover where agile approaches makes sense (and where not). In addition we will have a short deep dive in agile project approaches like SCRUM and Kanban.

[More info and booking](#)

E-Learnings

for
free



Introducing Agility

You want to get an overview on agility? Meet your virtual thyssenkrupp colleagues Kelly and Tom in this e-learning to get to know about the meaning of agility, learn agility values as well as principles and put them into the context of project management and the three common agile methods.

 approx. 45 Minutes

[More info and booking](#)

Introducing SCRUM

Let's SCRUM! Meet your virtual thyssenkrupp colleagues Paula, Stefanie and Steve and see them working on a project using scrum as methodology. After completing this e-learning, you will have a basic understanding of the SCRUM framework and have gained first experiences on how to apply SCRUM.

 approx. 45 Minutes

[More info and booking](#)



Organisation
Olivia Eberwein



IT- & Application Management



Microsoft Office E-Learnings

With the Microsoft Office e-learnings from KnowHow AG, we have created an offer for you to refresh and expand your user knowledge in the various Microsoft Office products directly at your workplace and according to your individual needs. Choose the Microsoft Office product from our extensive range that you would like to learn more about. Each e-learning package is based on several hours of intensive user training.

[More info and booking](#)

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