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**The next generation can
take over later**

Why managers now need to find new ways to
ensure their succession



Requirements are Changing



“Modern leaders must combine emotional intelligence, resilience, and change management skills. Leadership success lies in fostering trust, productivity, and motivation while delivering results.”



This is what we hear all the time...



Traditional education and exponential technology scale up and do not match anymore. In addition, the lines between Business and IT are fuzzy and soft skills are integrative.



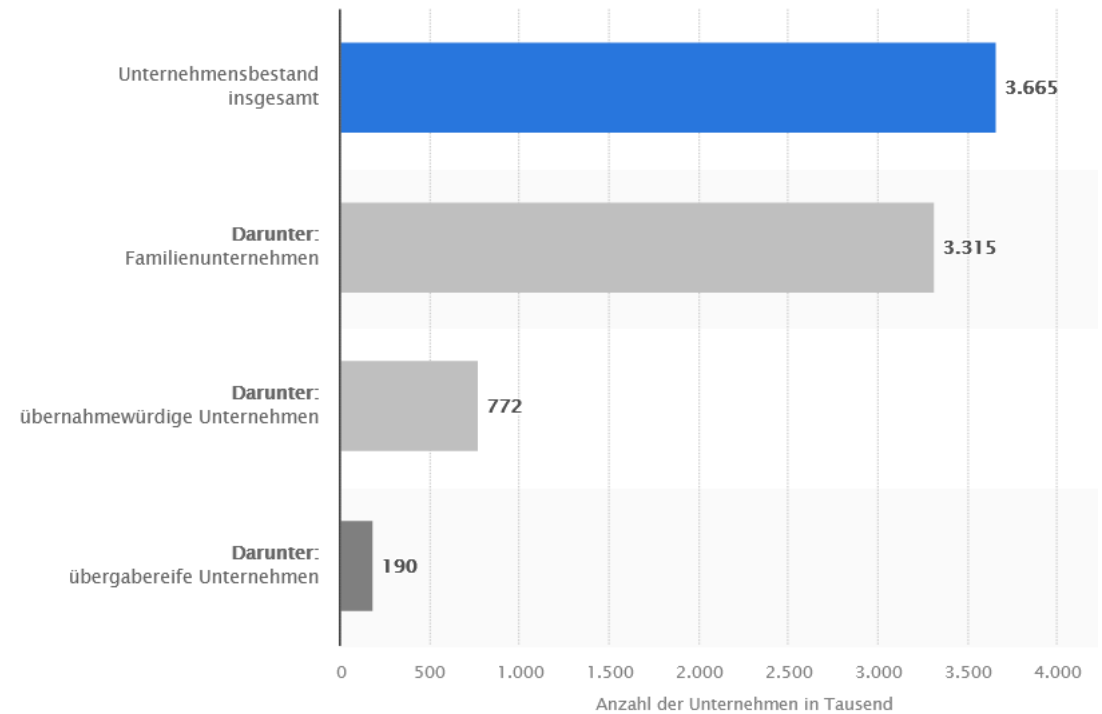
This is what we believe in!

Why Leadership Must Be Rethought Now

"The Next Generation Can Take Over Later – But When Is Later?"

- **The risk of failing leadership development**
- **Why traditional leadership programs no longer work**
- **IGDCR's approach to practical transformation**

Company succession in Germany 2022 - 2026



Source: Statista

The Leadership Crisis – Why Existing Models Are Failing

Manager's Perspective: a Bottleneck for Young Leaders

The Hidden Leadership Void

- Across industries, leadership succession is a **ticking time bomb**.
- Many senior managers cling to decision-making power, **delaying leadership transitions** until it's "too late."
- The typical mindset: "When I retire in a few years, then **my successor can take over.**"
- Reality check: That day often comes suddenly—due to unexpected illness, market shifts, or resignation—**leaving companies leaderless and unprepared.**

Managers Have No Time to Train Future Leaders

- Leadership development is nobody's priority in day-to-day business.
- Executives juggle too many responsibilities and see mentorship as an extra burden.
- Leadership knowledge remains locked inside individuals, never structured or passed on.

The Leadership Crisis – Why Existing Models Are Failing

Young Leader's Perspective: Highly Educated, But Unprepared for Reality



**Education ≠ Leadership
Readiness**



Universities and MBA programs teach theories, frameworks, and case studies — but not how to navigate real leadership challenges.



Graduates are knowledge-rich but experience-poor, entering companies lacking the practical tools to lead.

No Clear Path to Responsibility

- Young professionals want leadership — but they see no clear path to actually getting it.
- Without structured transitions, they are left in limbo, waiting for opportunities that never come.
- Even if they excel in their roles, recognition is delayed, and responsibilities remain vague.

The result?

A Culture of Safety Over Growth

- The few high-potential talents in organizations often face frustrating stagnation.
- Managers don't trust them with real responsibility, fearing mistakes or disruption.
- Instead of leadership transition, companies rely on consultants or external hiring—which takes too long and rarely works.

Escape Instead of Commitment

- Faced with unclear career prospects, top young talent disengages.
- Instead of pushing for leadership positions, they choose:
 - Sabbaticals and extended travel over unstable career paths.
 - Freelancing or job-hopping, chasing short-term financial gains.
 - Entrepreneurship, because they see more control outside corporations than within.

The result?

Companies struggle to fill leadership roles from within. The best talent **walks away** just when they could have stepped up.

The Leadership Time Bomb: What Happens If Nothing Changes?

The consequences of ignoring leadership development:

- **Critical knowledge is lost** when senior managers exit abruptly.
- **Expensive external hiring** creates a revolving door of leaders who lack company-specific expertise.
- **Growth is slowed** as leadership gaps paralyze decision-making.
- **Top talent leaves**, seeking companies that actually **invest in leadership readiness**.

This is not a future problem. It's already happening.

Companies must **act now**—or risk watching their leadership pipeline collapse.

The Solution: External Mentorship as a Bridge Between Theory and Practice

The Concept:

- External, experienced leaders mentor young professionals in real-world situations
- A structured, step-by-step transition to leadership roles
- Hands-on learning through shadowing, coaching, and project-based leadership

Why External Mentors?

- Objective, neutral guidance without internal conflicts
- A structured knowledge transfer model despite managers' time constraints
- Direct, practical leadership development for emerging talents



The IGDCR Solution: A Structured Path to Leadership Readiness

This is where **external mentorship bridges the gap.**

Managers finally get the structured transition they need.

Emerging leaders gain the **real experience** they lack.

Companies secure their leadership future — before it's too late.

Through experienced mentors, that have “**been there and done it**”

Not Just Another Leadership Program – IGDCR Delivers Real-World Solutions

Unlike traditional leadership programs that rely on theory and abstract models, IGDCR provides:

- Senior Mentors from Real Leadership Roles – No professors, no consultants—only experienced managers who have successfully led teams, divisions or companies.
- Proven Methods, Not Textbooks – Everything we teach has been tested and implemented in real business environments. No experiments, no “best practice” buzzwords—just practical leadership techniques that work.
- Hands-on Learning instead of PowerPoint Training – Leadership can’t be learned in a classroom. IGDCR integrates emerging leaders directly into decision-making and leadership situations.

For Managers: Sharing Knowledge and Delegating Responsibility

Step 1: Quick Wins Instead of Blockages

- Identifying tasks that can be delegated immediately
- Implementing a “shared leadership” approach to distribute responsibilities

Step 2: Establishing Clear Transition Processes

- Developing an individual step-by-step transition plan for leadership handover
- Defining key competencies that need to be actively fostered

Step 3: Mentoring as a “Sparring Partner” Approach

- IGDCR mentors as neutral facilitators for both managers and young leaders
- Regular reflection on the transition process
- Building trust in future leadership talent

How IGDCR's External Mentorship Works

Phase 1: Leadership Immersion – Shadowing & Practical Exposure

- Young leaders shadow senior managers in real-world leadership situations.
- They experience critical decision-making, conflict resolution, and strategic planning firsthand.
- No simulations—**real challenges, real pressure, real consequences.**

Phase 2: Step-by-Step Responsibility Transfer

- IGDCR mentors actively push responsibility onto emerging leaders.
- Gradual leadership delegation with structured feedback loops.
- Managers **are no longer the bottleneck**—young leaders take the lead with guidance, not micromanagement.

How IGDCR's External Mentorship Works

Phase 3: Real Leadership in Real Situations

- Young leaders own and lead projects, with senior mentors acting as sparring partners.
- Focus on decision-making under uncertainty, team management, and navigating corporate politics.
- **Managers see results**—mentorship is not extra work, but a solution to leadership succession.

Phase 4: Full Leadership Readiness & Independent Decision-Making

- No more waiting for retirement transitions.
- Leadership gaps are closed before they become crises.
- Companies secure their future leaders—before they leave for better opportunities.

The Business Impact: What Companies Gain from IGDCR Mentorship

For Companies:

- Senior managers transfer knowledge without extra workload.
- Leadership transitions happen in real time—not when it's too late.
- The best young talent stays, instead of quitting out of frustration.
- Future leaders are prepared for uncertainty, not just day-to-day management.

For Emerging Leaders:

- Hands-on leadership experience, not theoretical models.
- Confidence through actual decision-making, not passive learning.
- A structured path to leadership—no more career limbo.
- Stronger commitment to the company, knowing their future is secured.

IGDCR doesn't just prepare leaders.
It builds them—through action,
responsibility, and real-world
mentorship.

No theory. No empty promises. Just leadership that works.

Questions ?

Just contact us:

otto.schell@igdcr.net

heinrich.wilking@igdcr.net

