

ISTOB Management Academy

Richard-Strauss-Strasse 56

81677 Munich | Germany

Since February 1, 2018, ISTOB Management Academy took initiative for

- Education of Sustainable Corporate Development
- Advancement of Responsible Leadership
- Strengthening of Human Rights

through a variety of activities in numerous areas:

- (1) Education of Business Coaching, with emphasis on Sustainable Organizational Development

ISTOB Management Academy (ISTOB MA) runs the program “Business Coaching” since 2000. It starts each year in October, currently we run “C19” and prepare for “C20” beginning next autumn. Each course, which is certified by the Systemic Society as an umbrella organization of more than fifty institutes, takes nearly two years.

The course qualifies attendees to work as certified coaches within organizations and to act as leaders and teams with a strong expertise in systems coaching. Among others, it comprises communication competences, responsible leadership and team development, preventive conflict resolution and intercultural competences. In particular, it focuses on systems thinking as a basis for sustainable thinking. Thus, the program guarantees highest quality standards in systems coaching. Attendees come from industrial companies, NGOs and municipalities.

Within both Systemic Associations – the Systemic Society (SG) and the German Society of Systemic Counselling, Family Therapy and Supervision (DGSF) – which represent together more than 250 institutes, ISTOB MA is in the lead (and so far the first and only institute) to incorporate the ten principles of UNGC, to emphasize on responsible leadership and sustainable corporate development, and to run a highly sophisticated program for human rights that is concerned with protection of victims during criminal proceedings.

In addition, we continuously improve sustainability-oriented methodologies of coaching, such as reflecting teams, learning networks, collegial advise and optimized mutual support that incorporate CSR and to amalgamate economic, technological, social and ecologically sound innovation and adaptation for future demands.

(2) Modern Management Methodologies and Sustainable Innovation

Modern Management Methodologies is a compact course of nine days altogether (3 x 3 days or 4 x 2 days plus one day supervision). Alternatively, we use this approach for an intensified 4-day individual face-to-face leadership training for sustainable innovation. It highlights issues such as interactive scenario management, agile management, LogFrame project management and systems design. It qualifies managers and teams to understand, improve and conduct such managerial capabilities. Within this compact course, we focus on its relevance for sustainable corporate development and responsible leadership. Even more, we apply such methodologies within the framework of SDGs, for instance for sustainable industrial, urban and regional development.

(3) Future Capacity Building

In collaboration with the Gesellschaft für Internationale Zusammenarbeit (GIZ, Germany) I have developed a program concerning the future of capacity building. It intertwines personal, personnel and organizational development, regarding the need and design of future competences. Currently, this collaboration with GIZ emphasizes on capabilities that are required for “Rapid Sustainable Industrial Change” and for “Urban-Industrial Co-Development” within the framework of Smart Cities. This approach refers to SDG Urban Development. In addition, we design a two-year education scheme for managers and majors concerning Systemic Organizational Development – Urban-Industrial Co-Development & Sustainable Innovation, in close collaboration with DGSF.

Again, we take the lead as we set up a model for more than 200 institutes that are represented by DGSF, concerning urban-industrial sustainable co-innovation.

(4) Leadership Forum

Apart from these education programs, we have implemented a series of evening discussions, which are centered around responsible leadership and sustainability-oriented decision-making strategies. This event takes place every four months. Therefore, we invite speakers with an industrial occupational background, who are well-known in their related field. Among others, we invited speakers from Allianz, BMW and Lufthansa. Attendees come from industry, NGOs and municipalities.

(5) Strengthening Human Rights: Psycho-Social Facilitation

On behalf of the Justice Ministry we have developed and conduct an education program for Psycho-Social Facilitators who support victims during criminal proceedings. This 19-day program is dedicated to strengthen human rights. It is certified by the Justice Ministry of Bavaria, Attendees are certified and listed by the Justice Ministry, too.

Dr Raimund Schwendner

CEO ISTOB Management Academy

Innovative Systems Thinking & Organizational Behavior