

MANAGEMENT SEMINAR

Leadership Excellence

Leading and deciding with artificial intelligence

Reshape your day-to-day leadership. Combine personal judgment and machine intelligence with confidence.

LOCATION	DURATION	LANGUAGE	INVESTMENT
St. Gallen	3 days	DE / EN	CHF 2,400

MANAGEMENT SEMINAR

KEY FACTS

LOCATION

St. Gallen

DURATION

3 days · optional with ECTS

LANGUAGE

German / English

TARGET GROUP

Managers, emerging leaders, entrepreneurs

INVESTMENT

**CHF 2,400
plus 8.1% VAT**

NETWORK

StGallen imt Alumni

STRUCTURE

Modules build on one another. The result: your personal leadership playbook.

ACCREDITATION

Optional with ECTS accreditation.

ST. GALLEN MANAGEMENT SEMINAR

Make clearer decisions. Lead people effectively. Develop talent with purpose.

Reshape your day-to-day leadership. Combine personal judgment and machine intelligence with confidence.

AI is changing the reality of leadership

Generative models, Predictive Analytics and intelligent assistance systems are changing the way managers delegate, decide, give feedback and develop teams today.

Rising complexity, faster decision cycles

Leaders who rely on position, routine and operational presence alone lose impact, speed and credibility in data-driven markets.

The St. Gallen approach to leadership in digital transformation

Bring leadership, people and AI together systematically – with a clear stance, a sense of responsibility and practical relevance.

WELCOME

Grüezi and a warm welcome!

On behalf of the StGallen imt Business School, it is a great pleasure to welcome you to our executive seminar "Leadership Excellence".

Artificial intelligence is changing the way we lead, decide and create value – fundamentally and irreversibly. This seminar gives you the tools, the methods and the mindset to use AI as a strategic partner in your day-to-day leadership.

"The greatest danger in times of turbulence is not the turbulence itself, but to act with yesterday's logic."

PETER DRUCKER

Our aim: you leave not only with knowledge, but with concrete solutions you can apply immediately to your daily challenges. I look forward to welcoming you personally in St. Gallen.

Prof. Dr. Christian Abegglen

President & Academic Director
StGallen imt Business School



Bringing leadership, people and artificial intelligence together systematically

The seminar shows how managers can use artificial intelligence as an integral part of their day-to-day leadership – to make decisions with greater clarity, free up space for what matters and multiply their own impact as a leader.

Building on the St. Gallen understanding of integrated leadership, it aligns leadership mindset, delegation, talent development and personal leadership routines with Decision Intelligence, data literacy and the strategic use of new technologies, and links them to communication, culture and transformation.

One focus is the concrete use of new tools – for self-reflection, feedback, team development, prioritization and early-warning systems in day-to-day leadership.

They serve as instruments for greater clarity, speed and humanity in leadership work.

Through methods, case studies and transfer work, participants develop their personal leadership playbook – a hands-on instrument for turning fragmented initiatives into a coherent leadership practice that strengthens trust and supports entrepreneurial success.

For leaders who want to achieve more with less

The seminar is aimed at managers and emerging leaders, team and department heads, project leads and specialists who carry responsibility for people, results and collaboration.

The management seminar brings together ambitious participants from a wide range of industries and countries.

It is designed for people in charge who want to achieve more with less – not through isolated initiatives, but through clear leadership, intelligent delegation and a decision-making and leadership practice that is fit for the future.

CORE OF THE SEMINAR

Leadership mindset, delegation, talent development and personal leadership routines – aligned with Decision Intelligence and data literacy.

RESULT

A personal leadership playbook that turns fragmented initiatives into a coherent leadership practice.

IN FOCUS

Leaders who want to achieve more with less – through clear leadership and intelligent delegation.

PROGRAMME PROGRESS



Opening: leadership mindset and Decision Intelligence.

METHODOLOGY

Models, methods, case studies and transfer work – each module with clearly defined focus areas.

DURATION

Three seminar days in St. Gallen, in German or English.

From leadership mindset to transfer

Leadership rethought with AI

You learn how AI-based models become part of your day-to-day leadership – as sparring partner, coach and assistant. Classic leadership thinking is combined with data-based methods to free up time for what really matters in leadership. The goal: rethink leadership and increase your effectiveness.

FOCUS AREAS

- Understand the role and impact of AI in day-to-day leadership
- Use AI as a sparring partner, coach and assistant
- Gain clarity on the difference between leading and managing
- Provide direction: anchor mission, values and guard rails
- Use tools for fast, robust leadership decisions
- Clarify responsibility and transparency when working with new methods
- Avoid misreading people and performance
- Win back time for the leadership tasks that really matter

Modules build on one another and combine leadership practice, Decision Intelligence and hands-on AI application. The following pages lead through the entire programme with all its focus areas.

Decision Intelligence – faster clarity and better quality in leadership decisions

Data-based methods change how you process information, weigh options and make leadership decisions. The seminar shows how the quality, speed and consistency of your decisions improve measurably – without losing the human dimension.

FOCUS AREAS

- Understand data-based systems and integrate them into leadership decisions
- Use Predictive Analytics and scenarios to spot developments in the team earlier
- Use simulations for resource, staffing and appointment decisions
- Separate relevant signals from irrelevant ones – focus on what matters
- Secure quality and consistency in leadership decisions
- Increase speed and accuracy in decision-making rounds
- Delegate to AI systems sensibly and keep control
- Safeguard decision quality through structured self-reflection

Multiplying your own leadership power

Success does not come from doing everything yourself, but from resonance and multiplication. The focus: how AI supports team development, talent development and resource planning, and where personal leadership remains irreplaceable.

FOCUS AREAS

- Develop future scenarios for teams, roles and structures with AI
- What real authority rests on: making contributions others genuinely need
- Spot and develop talent, and create space for leadership
- Back staffing and resource decisions with analyses
- Handle conflicting demands with composure
- Use empathy, clear thinking and decisiveness as multipliers
- Identify productivity and efficiency potential automatically
- Link leadership processes with new capabilities across the organization
- Measure the impact of leadership initiatives with suitable KPIs

Managing your day-to-day leadership effectively

New tools change routines, communication patterns and the logic of delegation. You learn how to use them deliberately for analysis, planning, communication and prioritization – without giving up your leadership role.

FOCUS AREAS

- Approach analysis, planning and decision preparation in a structured way
- Make your own working routines more efficient
- Prepare and sharpen communication, feedback and presentations with AI
- Delegate tasks sensibly – and keep your leadership presence where it is irreplaceable
- Find the balance between intuition, experience and data-based support
- Reduce information overload, increase focus and impact
- Use AI for meeting preparation, reporting and team communication
- Keep developing your personal working routines in day-to-day leadership

PROGRAMME PROGRESS



Multiplying leadership power and personal leadership routines.

FIELDS OF APPLICATION

Self-reflection, feedback, team development, prioritization and early-warning systems in day-to-day leadership.

PROGRAMME PROGRESS

Impact in the team:
communication, resonance
and thinking traps.

PERSPECTIVE

Detect signals early,
sharpen messages,
strengthen trust and
resilience.

Communication, resonance and leadership impact

Effective leadership depends on resonance and clear communication. The module covers team communication, feedback and critical conversations, crisis communication and the alignment between leadership, management and the workforce.

FOCUS AREAS

- Sharpen messages for different audiences
- Use AI to make complex issues easy to understand
- Communicate expectations, values and guard rails clearly and comprehensibly
- Strengthen trust, credibility and resonance in leadership communication
- Prepare feedback and conflict conversations thoroughly and conduct them with composure
- Communicate effectively in change and crisis situations
- Ensure transparency and traceability towards your team and your superiors
- Balance AI-supported and personal communication sensibly

Spotting pitfalls, blockers and thinking traps earlier

You examine errors in reasoning, team dynamics and blocking patterns with modern methods – and translate the signals into clear leadership decisions, trust and resilience.

FOCUS AREAS

- Recognize local optimization, spurious causality and policy resistance as classic traps
- Identify psychological mechanisms that block leadership in daily practice early on
- Use early-warning systems for team conflicts and loss of trust effectively
- Counter the games played by underperformers effectively
- Maintain trust when decisions are shaped by data and algorithms
- Resolve conflicts constructively and make difference productive
- Design ways of working and processes that create clarity instead of confusion
- Take responsibility, even when decisions are uncomfortable
- Move from the success trap to future viability by thinking beyond the status quo

Governance, ethics and responsibility in the use of AI

AI changes not only leadership decisions, but also responsibility, liability and trust.

The seminar treats AI not as uncritical hype, but as a responsible leadership instrument for lasting impact and legitimate decisions.

FOCUS AREAS

- Develop governance structures for AI-supported leadership
- Clearly define responsibility, liability and roles in the use of AI
- Take data protection, employee participation and regulatory requirements into account
- Anchor ethical guard rails for the use of AI in day-to-day leadership
- Strengthen acceptance among employees and stakeholders
- Address bias and misinterpretation in staffing decisions systematically
- Ensure quality assurance and traceability of AI-supported decisions
- Assess and communicate the risks of using AI transparently
- Assess and communicate the limits of AI realistically
- Balance human responsibility, creativity and technological possibilities sensibly

Shaping productivity, agility and resilience

Digitalization, agile ways of working and new role models are changing what leadership has to deliver. You learn how to break out of everyday chaos and create space for shaping the future.

FOCUS AREAS

- Rethink leadership in digital transformation
- Break the cycle of operational rush, interruptions and meeting marathons
- Use agile methods and AI-supported tools sensibly in day-to-day leadership
- Establish delegation as the key to relief and multiplication
- Develop talent that can carry responsibility
- Use agility, resilience, entrepreneurship and a start-up mentality as a competitive advantage
- Anchor Data Literacy and AI skills firmly in the leadership team
- Foster a culture that rewards change, productivity and commitment
- Review the organizational conditions for effective transformation
- Lead Change Management successfully

PROGRAMME PROGRESS



Responsibility and change: governance, productivity, resilience.

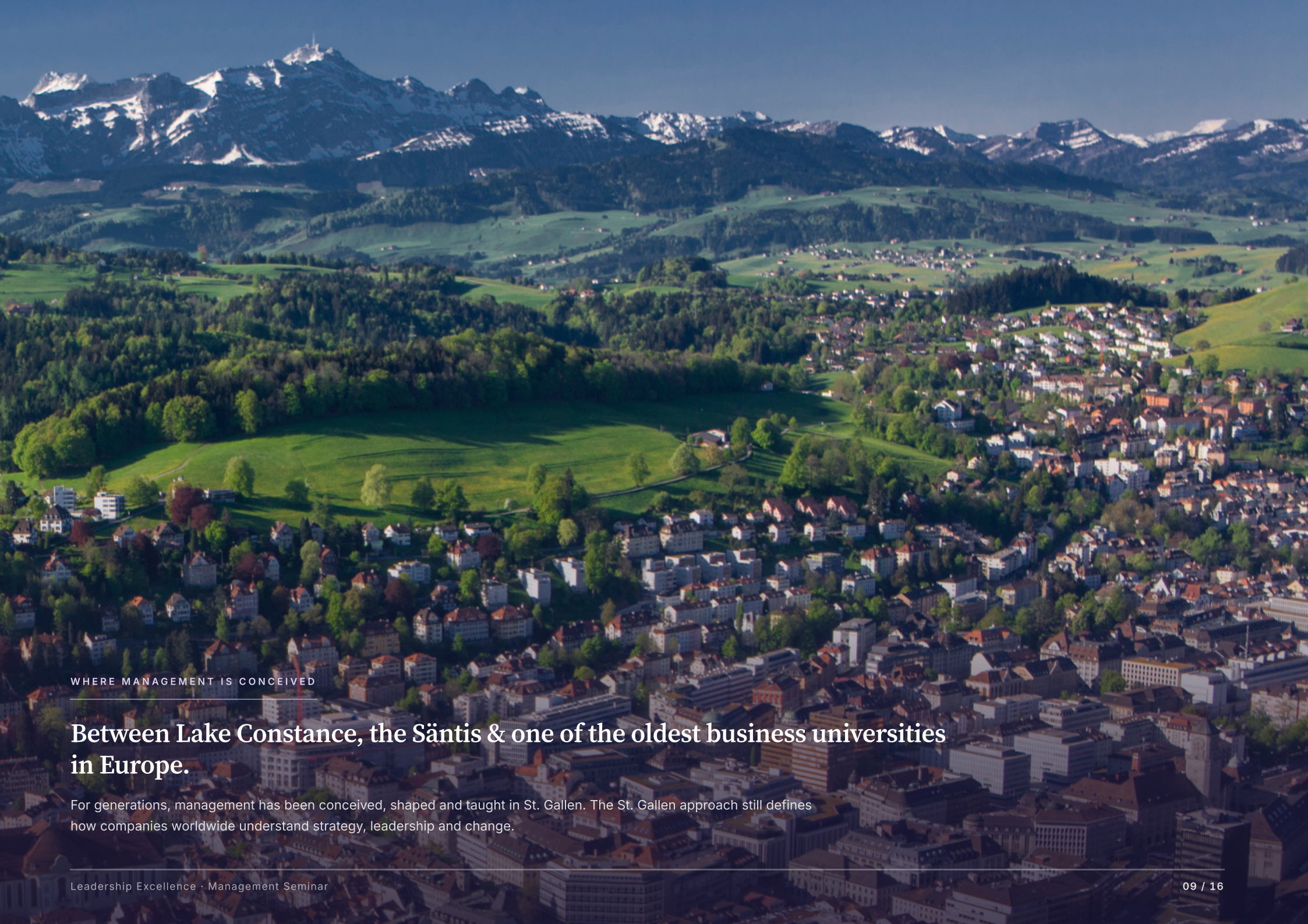
STANCE

AI as a responsible leadership instrument – not as uncritical hype.



LOCATION

St. Gallen Management Valley



WHERE MANAGEMENT IS CONCEIVED

Between Lake Constance, the Säntis & one of the oldest business universities in Europe.

For generations, management has been conceived, shaped and taught in St. Gallen. The St. Gallen approach still defines how companies worldwide understand strategy, leadership and change.

PROGRAMME PROGRESS

Conclusion: transfer into your own leadership practice.

YOUR RESULT

A personal leadership playbook for more clarity, less load and greater impact in everyday work.

Transfer into your own leadership practice

You identify the biggest levers in your own area of responsibility and develop your personal leadership playbook – strategically grounded and ready to connect directly with your leadership practice.

FOCUS AREAS

- Reflect on your own leadership and decision-making practice in a structured way
- Recognize strengths, gaps and untapped potential
- Identify the key levers for decisions, communication, culture and governance
- Bundle fragmented initiatives and align them for shared impact
- Derive concrete measures for your own area of responsibility
- Set implementation priorities for the next 100 days
- Develop your personal leadership playbook for day-to-day leadership
- Prepare the transfer into your organization, team and daily leadership

YOUR RESULT

Your personal leadership playbook – a hands-on instrument for turning fragmented initiatives into a coherent leadership practice: for more clarity, less load and greater impact in everyday work.

Leading with greater confidence

You lead with greater confidence: you understand how AI changes leadership decisions, how to combine experience and data-based support sensibly, and how delegation, communication, culture, governance and personal leadership routines interact.

You gain concrete starting points for turning fragmented initiatives into a coherent leadership practice – with clearer decisions, better communication and stronger team impact. You also develop your personal leadership playbook for more clarity, less load and greater impact in your daily work.

TANGIBLE BENEFITS

- ✓ Make leadership decisions that are clearer, faster and of higher quality
- ✓ Spot talent, opportunities and team dynamics earlier
- ✓ Back team and resource decisions with data
- ✓ Sharpen your personal leadership routines, delegation and communication
- ✓ Align leadership, management and governance more effectively
- ✓ Use AI responsibly, ethically and in line with compliance
- ✓ Develop your personal leadership playbook for day-to-day leadership

YOUR RESULT

A personal leadership playbook that turns fragmented initiatives into a coherent leadership practice.

IMPACT

This strengthens your leadership impact, your decision quality and your entrepreneurial effectiveness within your organization.

FACULTY

The seminar combines conceptual grounding with concrete leadership practice and current AI applications.

EXCHANGE

Participants from different functions, industries and companies contribute their own experience, questions and perspectives.

NETWORK

StGallen imt Alumni

Five features that make the difference

- 01 The St. Gallen management approach**
Leadership, decision-making, culture and AI are not treated in isolation but understood as one integrated leadership task.
- 02 Practice, not theory**
Models, methods, case studies and transfer work help you derive concrete measures and a personal leadership playbook for your own area of responsibility.
- 03 Peer-to-peer exchange**
Participants from different functions, industries and companies contribute their own experience, questions and perspectives.
- 04 Lecturers from practice and academia**
The seminar combines conceptual grounding with concrete leadership practice and current AI applications.
- 05 A basis to build on**
The seminar can serve as a stimulus for your own development and as an entry point to further programmes and seminars at the StGallen imt Business School.

ACADEMIC LEADERSHIP

Learn from leading experts from academia and practice – and benefit from years of experience in leadership and leadership psychology.

**Dr. Jan Roy Edlund**

ACADEMIC DIRECTOR

Executive Coach

YOUR CONTACTS

**Dr. Ulrich
von Bassewitz**

HEAD OF MANAGEMENT SEMINARS

**Monika Dutkiewicz**

CONSULTATION AND REGISTRATION

Key information at a glance

All the key facts about the “Leadership Excellence” management seminar – dates and registration are on the following page.

LOCATION	St. Gallen
DURATION	3 days · optional with ECTS
LANGUAGE	German / English
TARGET GROUP	Managers, emerging leaders, entrepreneurs
INVESTMENT	CHF 2,400 · plus 8.1% VAT
NETWORK	StGallen imt Alumni



“

The StGallen imt Business School was decisive for my path to the executive board. Practical impetus, strategic clarity and valuable perspectives gave me the best possible toolkit for leading a company successfully.

Jonas Gillmann

CTO · DATRON AG

TERMS



Monika Dutkiewicz

CONSULTATION AND
REGISTRATION

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ADDRESS

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Dufourstrasse 150
9000 St. Gallen ·
Switzerland

NOTE

Corporate dates can be
scheduled individually –
contact us.

REGISTRATION

REGISTER ONLINE NOW



Scan the QR code with your smartphone or visit **imtschool.ch** and select the “Leadership Excellence” seminar.

TERMS

CHF 2,400 · plus 8.1% VAT
3 days · St. Gallen
German / English

NOTE

Corporate dates can be scheduled individually – contact us.

Registration form

Leadership Excellence · 3 days · St. Gallen

SELECT SEMINAR DATE *

The following dates are available as alternatives.

2026

☐ 08.–10.10.2026 St. Gallen GERMAN

2027

☐ 22.–24.04.2027 St. Gallen GERMAN

☐ 29.–31.07.2027 St. Gallen ENGLISH

☐ 07.–09.10.2027 St. Gallen GERMAN

PERSONAL DETAILS

* Required fields

SALUTATION *

☐ Mr. ☐ Ms. ☐ Other

TITLE	FIRST NAME *	LAST NAME *

COMPANY *

POSITION *

POSTCODE *	CITY *	COUNTRY *

EMAIL *	PHONE *

RETURN THE COMPLETED FORM TO

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and Technology*

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