

COACHING

Ask, listen, and guide

Explore options and develop capability.

DIRECTING

Provide clear direction

Set expectations and provide structure.

Adaptive Leadership

Lead Effectively in Every Situation

This course helps leaders meet individuals where they are, adapting their style—from directing to delegating—to unlock potential and performance. Participants learn to assess each person’s readiness and apply tailored guidance through practice, reflection, and real examples, leaving confident in one-on-one conversations that drive results and build lasting capability.

Key Outcomes

Participants of this course will:

- Assess individual readiness.
- Match their leadership style to individual needs.
- Hold 1:1 conversations that build confidence and performance.
- Avoid frustration from mismatched leadership daily.
- Create instant action plans for work application.

Formats	2 Hours <i>virtual</i>	Half Day <i>virtual</i>	1 Day <i>in-person</i>
Adaptive Leadership	●	●	●
Self-Assessment	●	●	●
Peer Exchange	●	●	●
Conversation Role Plays	-	●	●
Video scenario analysis	-	●	●
Case Coaching	-	-	●
Case Discussions	-	-	●
Self-Reflection & Transfer	●	●	●

Target Audience

Middle managers

navigating uncertainty by diagnosing situations and adjusting support.

Team and project leaders

handling diverse individual needs and performance gaps.

HR Professionals

fostering agile leadership cultures.

New business owners and startup leaders learning to guide diverse team members through rapid growth.

Group Size

Min 6 / Opt 12 / Max 16

Languages

English / German



EDUCATE



EXCHANGE



EXPERIMENT

KYBALION
LEARNING & DEVELOPMENT

Your Facilitator



Skrollan Schwyn

Skrollan Schwyn, is a seasoned leadership and team development expert with over 20 years of experience helping individuals, teams, and organizations realize their full potential. As Managing Director of Kybalion Learning & Development, she develops tailored leadership programs that enable leaders to deliver measurable impact and build sustainable growth. Her approach combines strategic insight with practical, hands-on learning designed for the realities of modern business.

Her background includes lateral leadership roles at AbbVie, where she contributed to international talent and culture development initiatives and strengthened her expertise in cross-functional collaboration and organizational effectiveness. Her experience across global pharmaceutical organizations, manufacturing, software, and academia gives her a broad, credible perspective as a facilitator, advisor, and executive learning partner.

Get Your Individual Proposal

Phone :

+41 78 736 19 09

Email:

skrollan.schwyn@kybalion.com

Web:

www.kybalion.com

Address :

6330 Cham, Switzerland