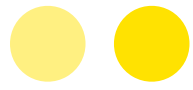


CO-LEADERSHIP

Jobsharing as an answer to an
everchanging work environment
[@DiversIT: Women in IT](#)





HEAD OF TALENT (CO-LEADERSHIP)

- Responsible for the leadership transformation for a portfolio investor
- Prior to that, 7 years with german software company
 - Leading self-organized team for over two years
 - Responsible for transformation within the Cloud ERP product engineering organization

BUSINESS CONSULTANT & COACH

- Self-employed systemic organizational developer, consultant and business coach for organizations & managers
- Supporting the implementation of new working models and co-leadership for companies
- Co-Author “Co-Leadership: Jobsharing als Antwort auf eine veränderte Arbeitswelt”

STEFANIE

JUNGHANS



Expert on Co-leadership,
modern leadership &
leader-led Transformation
Business Coach & Author

CHANGES IN A WORKING WORLD

WAR FOR TALENT

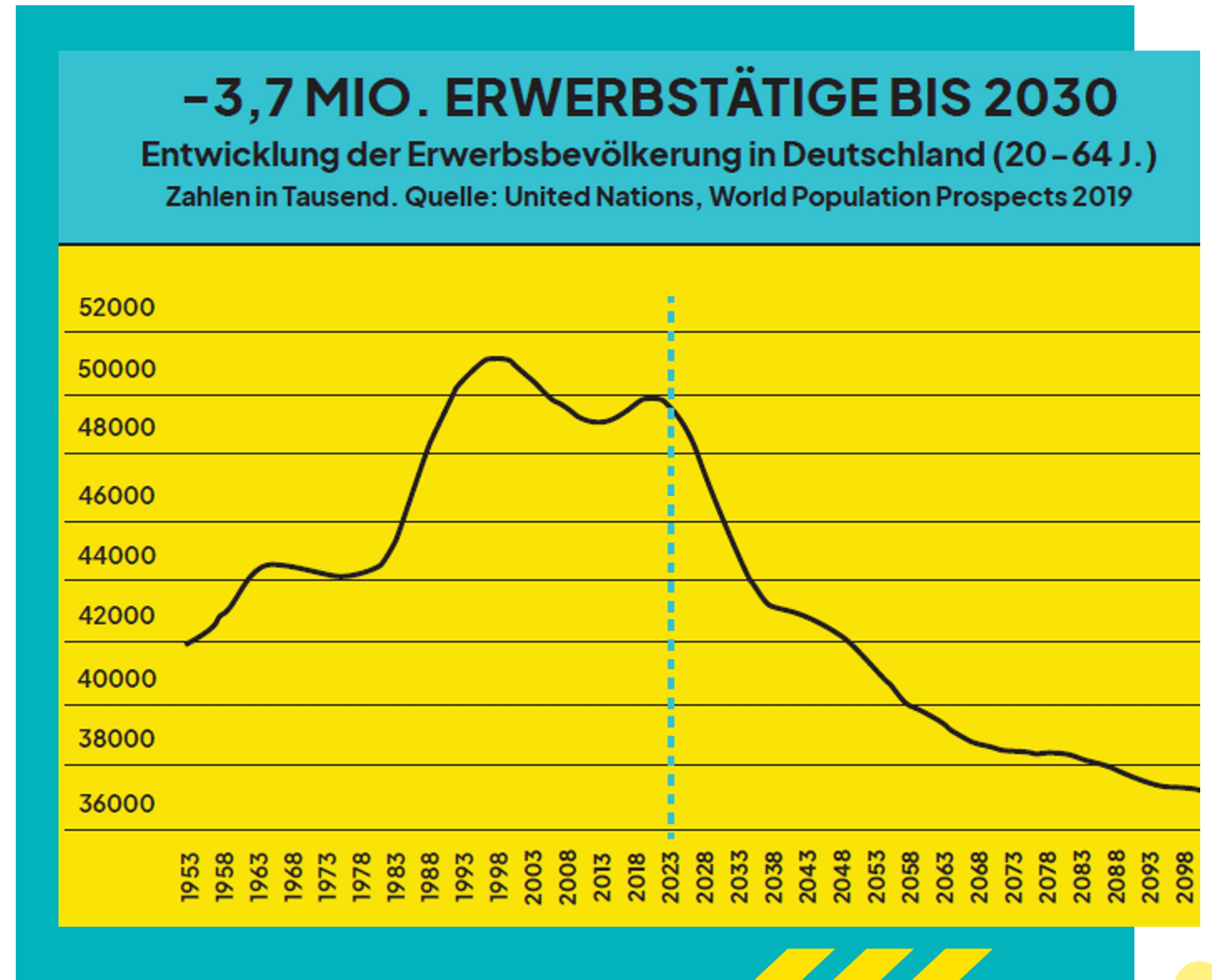
German working population is shrinking by 13% until 2050.

UNTAPPED POTENTIAL

Only 29% of management positions are filled with women.

LEADERSHIP IS UNATTRACTIVE

Only 9% of employees are seeking a management position today.



CO-LEADERSHIP

SOLVING CHALLENGES OF THE MODERN WORKPLACE



Co-Leadership is when two people are equally responsible for a team, a project or a topic and are sharing this responsibility through Jobsharing. This responsibility includes being a people manager.

Other terms for Co-Leadership are Topsharing, Dual Leadership or Plural Leadership.

CO-LEADERSHIP BASICS

MODEL VARIATIONS

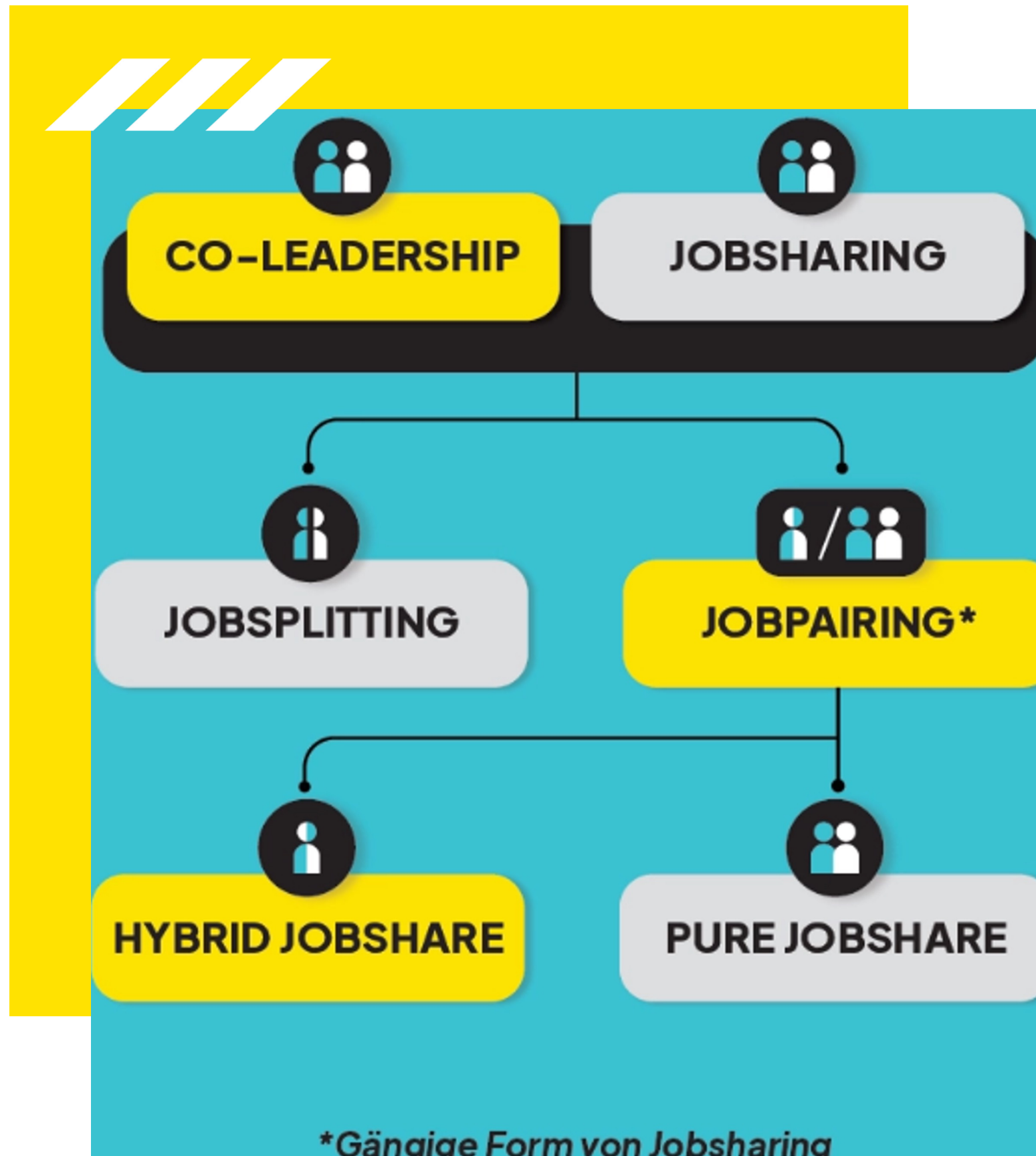
- Jobsplitting and Jobpairing
- Co-Leadership mostly Jobpairing - split and overlapping tasks with joint goals

FLEXIBLE TIME MODEL

- Between 50/50 and 100/100

NO RESTRICTIONS

- Co-Leadership works on all hierarchy levels





FIND TANDEMPARTNER

- Network
- Platforms & Providers, e.g. TWISE, jobsharing hub
- Internal channels

SET-UP WORKING MODEL

- Joint understanding of values and leadership style
- Define and set-up Operating Model
- Create transparency and involve your team, manager & peers

ITERATE

- Work on and within the system
- Integrate Feedback
- Use regular Coaching and professional sparring

GET STARTED

Successfully implementing Co-Leadership





Q&A

Dare To Lead Different

Be brave...

...and...

...just do it!





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THANK YOU

