We build bridges in leadership and communication

Seminars | Workshops | Coaching
**PONT** = *French for “bridge”*

**EA** = *German abbr. for “emotional receptiveness”*

**PONTEA** builds bridges of emotional receptiveness
We teach how to manage complexity.
Our core areas of expertise

- Communication
- Leadership
- Self-management
- Positive Psychology
Receptiveness as competence

First and foremost, one’s effectiveness in communication and leadership is one’s ability to build connections and relationships with other people.

The genesis of this coupling is what we refer to as ‘receptiveness’. Receptiveness is the tenet which allows, and then leads, people to become emotionally involved with us as conversation partners. Where receptiveness abounds, people are able to communicate their messages precisely. Once this mutual accord is recognized between conversation partners, they gladly take ownership of their respective domains, with the denouement being a paradigm shift – with exponential returns for your business.

People who know how to establish receptiveness – within themselves and with others – are better able to cope with today’s occupational challenges, such as complexity, time constraints, and business agility.

The basis of our approach is therefore the targeted development of receptiveness. We believe that this ability is the foundational competency for effectual communication and leadership.
The PONTEA approach

We see ourselves as bridge-builders, access-architects, value-adders and benefactors. Our uniqueness is to build a bridge of emotional receptiveness to our clients – and to convey that ability. Afterwards, we develop participants’ communication and leadership skills in a holistic workshop process. Our passion is to bring people in communication and (self-) leadership to a new level, and to develop their potential consistently. Our modular approach is applicable in all corporate areas.

Our clients include commercial enterprises, universities and public institutions. They enjoy our continuous support throughout the entire workshop process, as well as the quantifiable, first-rate results.

Our unique approach to emotional receptiveness in communication and leadership creates a new awareness.

This results in prompt and sustainable success:

- increased trust among employees
- assumption of responsibility
- improved results
- cultural change
- strategy and organizational development
- change processes
- focus on strengths
- innovations
- higher well-being
- cost awareness
- increase in productivity and turnover
Our offer

- Seminars
- Workshops
- Coaching
- Accompanying changes
- Aptitude testing
- Executive-level networking
- Accompanying digitalisation
- Systemic consulting
- Keynote speeches
- Mediations
- Research
- Teaching
Receptiveness as a key competence of the future, to reflect upon again and again and to develop oneself – this drives Atilla Vuran. For many years he has been addressing the matter of how emotional receptiveness can be translated into interpersonal relationships, and has set himself the goal to substantiate this also scientifically.

He empirically examines the interplay between authorization and emotional willingness to accept, in the management context. As founder of PONTEA AG, he accompanies clients in the implementation of sustainable, successful management and communication methods. He is convinced that real change is successful when people change their attitude. He is the author of several books as well as a visiting lecturer at universities and institutes.
In today’s information age, successful communication is more important than ever. But why do we fail so often in our discussions? Why are there so many misunderstandings? Our experience shows that focus in conversations is too often placed on the content. Only when conversation partners are also emotionally receptive – and give each other permission to communicate – is a successful exchange possible.

In our modules, you will learn the sustainable communication skills which will allow you to better understand, convince, and motivate others to act.
In our increasingly fast-paced and complex world, agility is in demand. A new awareness of leadership is needed. In addition to providing leadership principles and leadership tools, the focus lies on the targeted development of emotional receptiveness. This creates greater mutual understanding and greater effectiveness and efficiency. The basis for better results is laid and, in addition, there is an increased level of motivation and responsibility as well as an increased openness to change.

The best management system for you and your business is your own individual one. We put this system together from our different modules and fit them to your specific needs.
Modules for self-management

The basis of successful leadership is effective self-guidance. The successful handling of emotions, fears, self-confidence and habits is just as important as self-reflection and the targeted control of one’s own emotional receptiveness. This kind of self-responsibility creates a strong sense of purpose, increases the energy of one’s own implementation, and resolves internal resistance.

In our modules, you will learn how to lead yourself and your inner attitude on a high level.
Positive psychology helps people recognize their strengths through scientifically sound concepts and experience positive feelings. It promotes well-being, extends personal resources and thus contributes to success and professional fulfillment.

In companies, it supports the expansion of courses of action and development areas, thereby promoting innovation and creativity.
Individual workshop processes

We offer individual seminar days and workshops, as well as entire workshop processes with reflection discussions. You can arrange your personal workshop process individually by choosing from our modules and the desired number of seminar days and reflection discussions in a way that suits your company:

- based on your goals
- according to your specifications
- depending on the planned budget

We will gladly guide you through this process, utilizing our experience.
Standardized workshop processes

Our standardized process consists of four group workshops, and private reflection discussions for each workshop participant, one-on-one with an expert trainer. The contents/modules will be coordinated closely with you in advance. Each workshop consists of an introductory evening, and a 1 to 2-day training seminar. Between the workshops, each participant will enjoy at least one reflection session via telephone, in which the content is discussed in detail, and participants can access the wealth of our trainers’ knowledge in a private meeting. In addition, we support and accompany you throughout the entire implementation process.
Results after a PONTEA workshop process

Your employees:

- know how to build a bridge of emotional receptiveness towards others to better understand them, to convince successfully, to inspire to act and to lead.
- transfer findings from the seminar sustainably into everyday life.
- build communication bridges to employees or customers and thereby reach them emotionally.
- create a group dynamic ‘we’.
- know how to live the values of your business.
- have reflected result-oriented thinking and acting.
- know the principles of (self-) responsibility and know how they manage different levels of responsibility.
- understand that trust creates speed.
- know their next developmental steps.
- are aware of their strengths and weaknesses, and how they can manage them within themselves and others.
- pose even more evolving questions and are thus able to resolve conflicts effectively and sustainably.
- know how to give and accept feedback more successfully.
- know how to effectively manage projects and meetings.
Dr. Nina Harbers
As an engineer, Dr. Nina Harbers has repeatedly found that well-founded specialist knowledge alone is not enough to persuade and guide people effectively and sustainably – receptiveness and authorization are also key to success. As the co-founder of PONTEA AG, author and experienced executive trainer, she supports companies, institutes and universities in developing and training the ability to create receptiveness and authorization among others. She also leads internal and external train-the-trainer courses.

“The challenge today is not getting information – but having the awareness to filter out the irrelevant.”

Dr. Nina Harbers
Founder and Executive Manager
Discover what connects.
Your benefit

- **Higher level of trust among employees**
  - A leadership and communication culture that attracts employees and binds them to the company
  - Increasing the ability to reflect and better manage emotions

- **Establishment of emotional receptiveness**
  - Simplification of internal processes through a uniform leadership and communication language
  - Higher identification through active participation

- **Increased employee satisfaction**
  - Solution-oriented thinking for daily challenges
  - Optimizing the ability to offer constructive feedback
  - Short training period for new employees
  - Less misunderstandings and an enhanced working environment

- **Skill set for self-responsibility**
  - Increasing the ability to reflect and better manage emotions
  - Establishing a leadership and communication culture that attracts employees and binds them to the company
  - Simplification of internal processes through a uniform leadership and communication language
  - Higher identification through active participation
  - Solution-oriented thinking for daily challenges
  - Optimizing the ability to offer constructive feedback
  - Short training period for new employees
  - Less misunderstandings and an enhanced working environment
  - Relations of PONTEA Network
Individual coaching

Individual one-on-one training with executives and employees outside the standardized workshop process. We support you in recognizing your next development step and developing yourself further.

- Accompaniment of coaching and change processes
- Trustful exchange with expert trainer
- Individual development in different roles
- Increased personal self-control skills
- Contact for everyday challenges and questions about communication and leadership
- Reflection of one's own leadership role (self-image/external image)
- Individual and timely feedback on your own impression
- Diagnostic evaluations of one’s own development
Relationships are our passion. Competence is our foundation. Relationship competence is our daily drive.
Training cooperation with PONTEA

As part of a training cooperation, we work with you to develop an internal training concept for your existing and new employees. You benefit from our sustainable accompaniment through regular in-depth workshops and reflection discussions, that are tailored to your individual needs.

- Communication & leadership training
- Mutual coordination for streamline integration into your existing employee training concept
- In-house implementations, individual workshops, days of deepening, keynote speeches
Agreement of objectives, demand and resource analysis, exercises, reflection and consolidation

Regular reflection reports of the trainees with detailed feedback and timely response to questions

Training and development of internal coaches and ensuring sustainability in the process
Would you like to get to know us better and see first-hand what we can do for you? Are you planning an event or anniversary and want to set new impulses in addition to the social component? For this we offer keynote speeches at your location. Feel free to contact us without obligation. We will advise you in the choice of a topic tailored to your specific requirements, or a proven topic from one of our modules.

Keynote speeches:

- Staff event
- Company anniversary
- Customer occasion
- Congress
- Further education event
- Start of the trade fair event
- etc.
The best leadership system in the world is different for each organization, namely your individual and your own! This passion drives Johannes Rascher in the development of people in the area of leadership and communication every day. As an engineer, business psychologist and systemic consultant, he sees himself as a sparring partner in his role as co-founder of the PONTEA AG, entrepreneur, trainer and coach for his clients. The customers appreciate his uncomplicated, open nature and are always impressed by his new and immediately realizable impulses for leadership and communication.

“The best leadership system is individual – and your own!”

Johannes Rascher
Founder and Executive Manager
Leaders are readers – our books for your success

Our books are available in our online shop www.pontea.ch/shop or via the book trade. The marked books are also available as eBooks.
The PONTEA network