



We build bridges in  
leadership and communication

**Seminars | Workshops | Coaching**



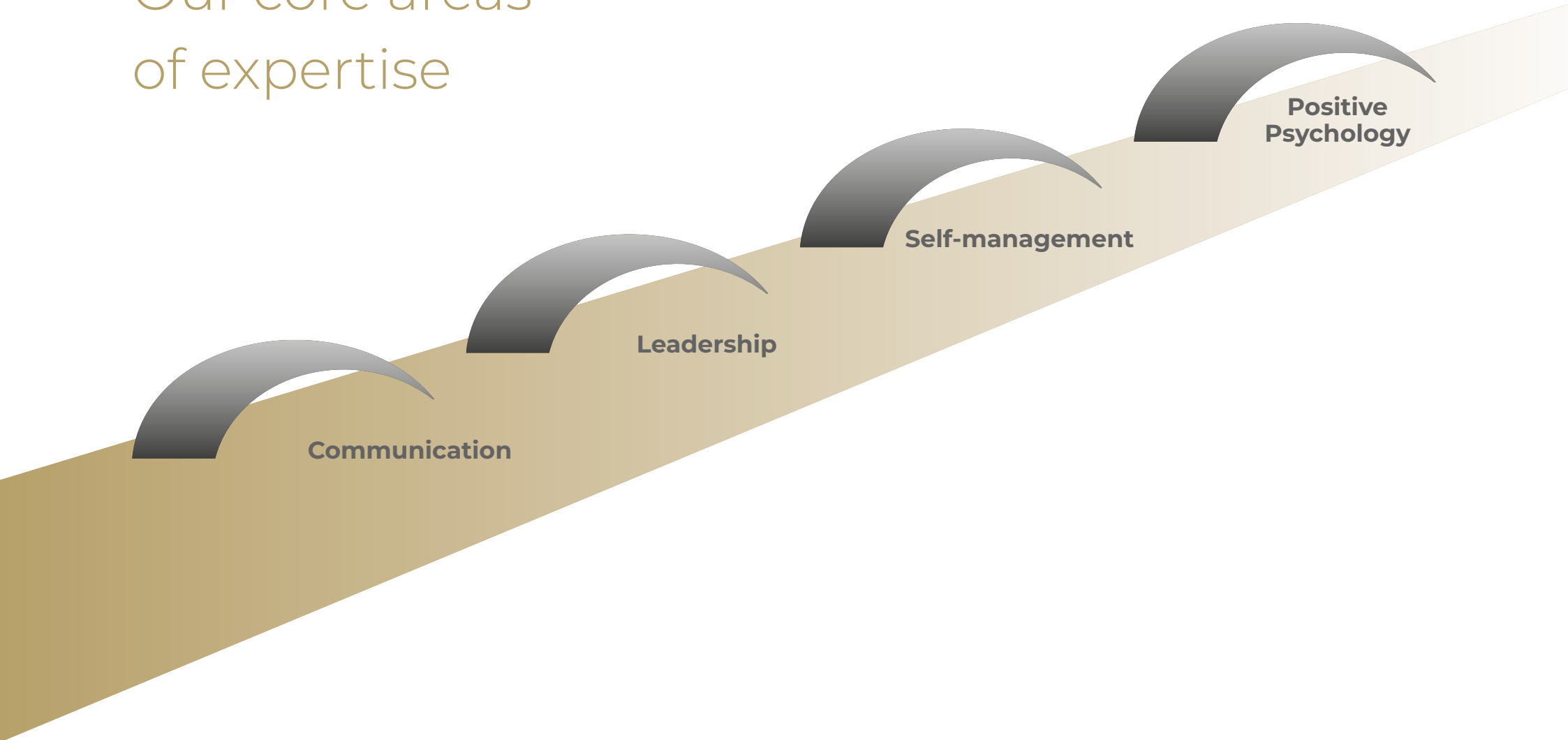
**PONT** = *French for “bridge”*

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

**PONTEA** builds bridges of emotional receptiveness

We teach how to manage complexity.

Our core areas  
of expertise



# 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**



## Atilla Vuran

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 receptiveness 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.

*“So that you do not fail  
at failure.”*

Atilla Vuran

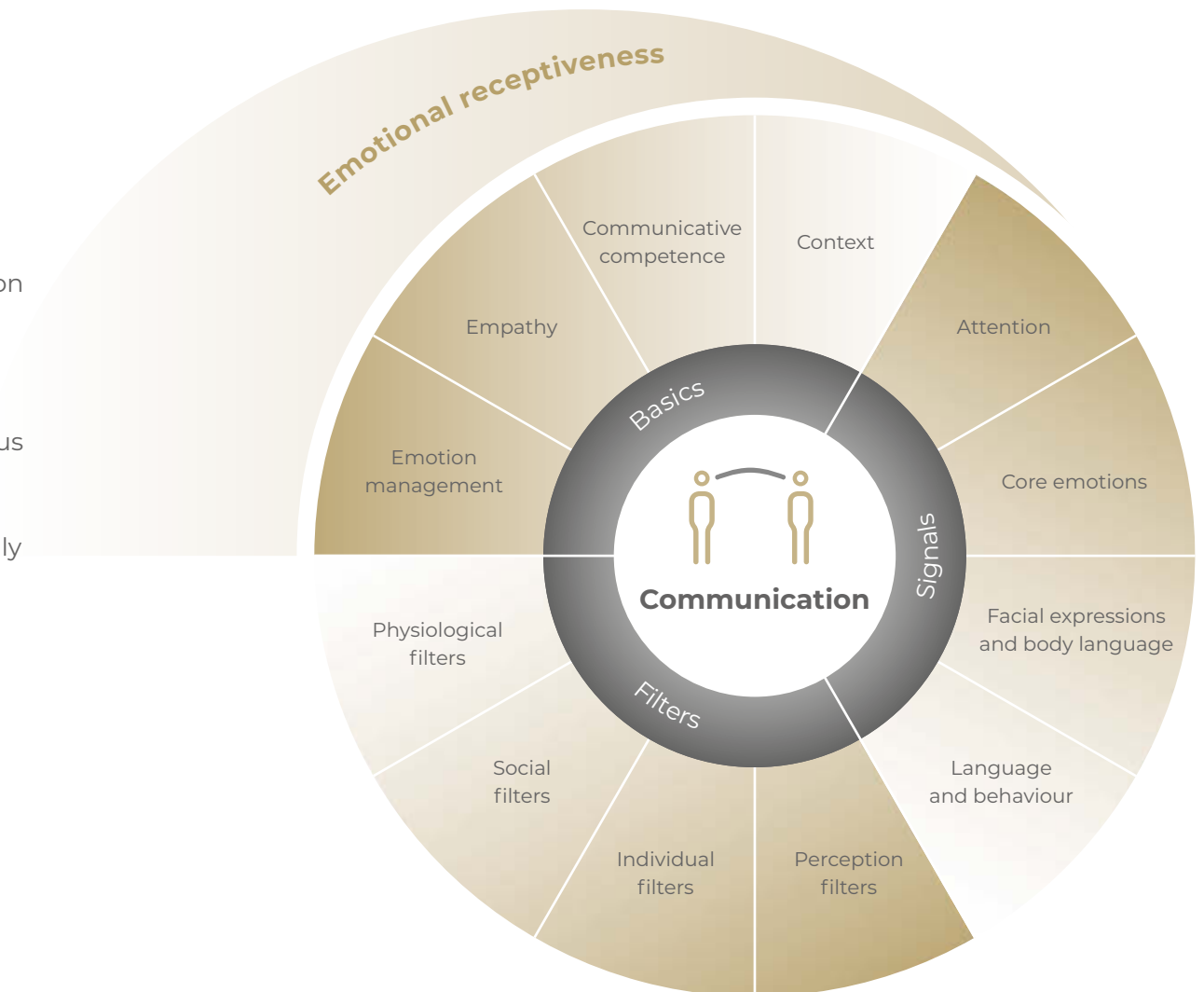
*Founder and CEO*



# Modules for communication

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 authorization 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.



# Modules for leadership

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 meaning, increases the energy of one's own implementation, and resolves internal resistance.

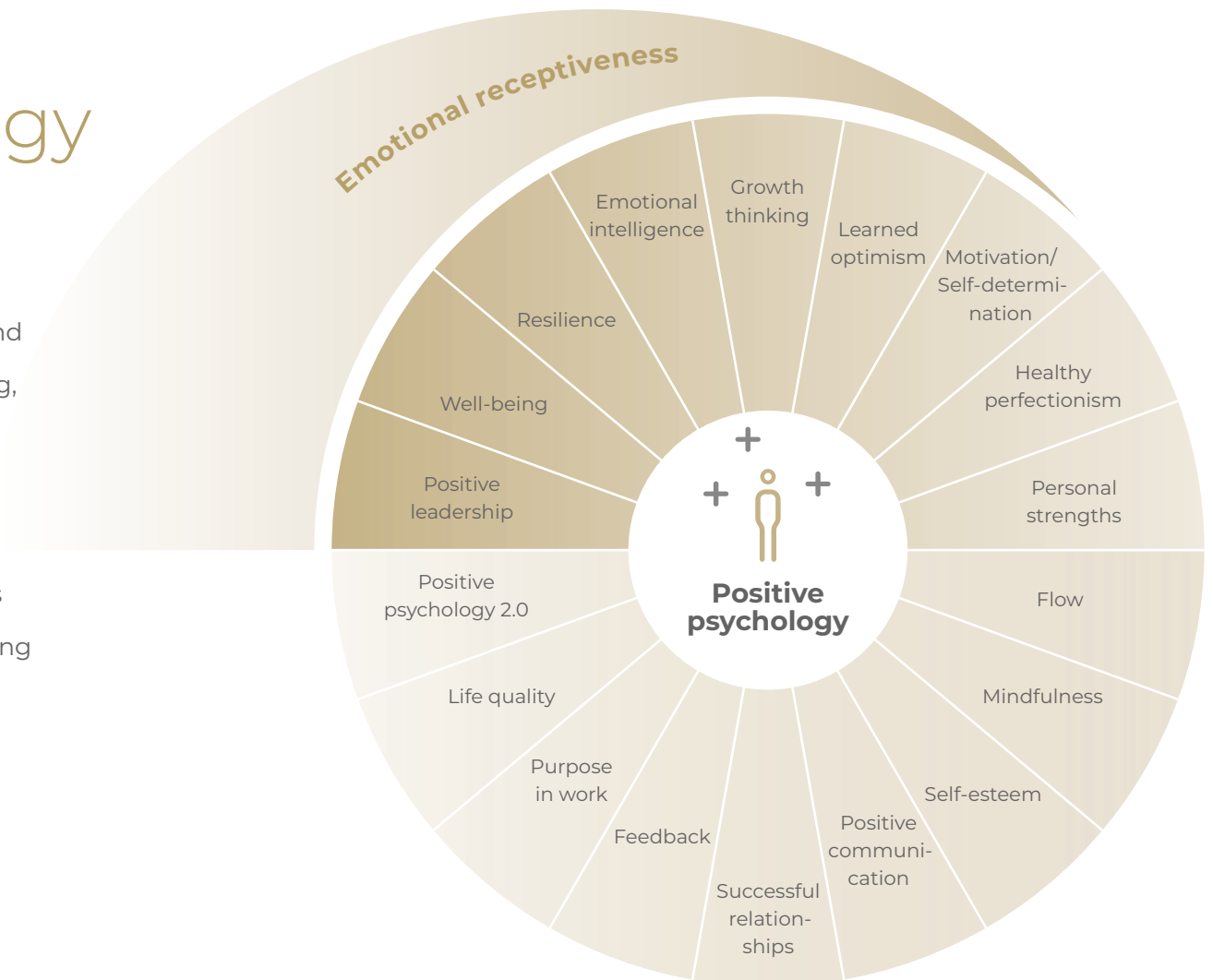
In our modules, you will learn how to lead yourself and your inner attitude on a high level.



# Modules for positive psychology

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.

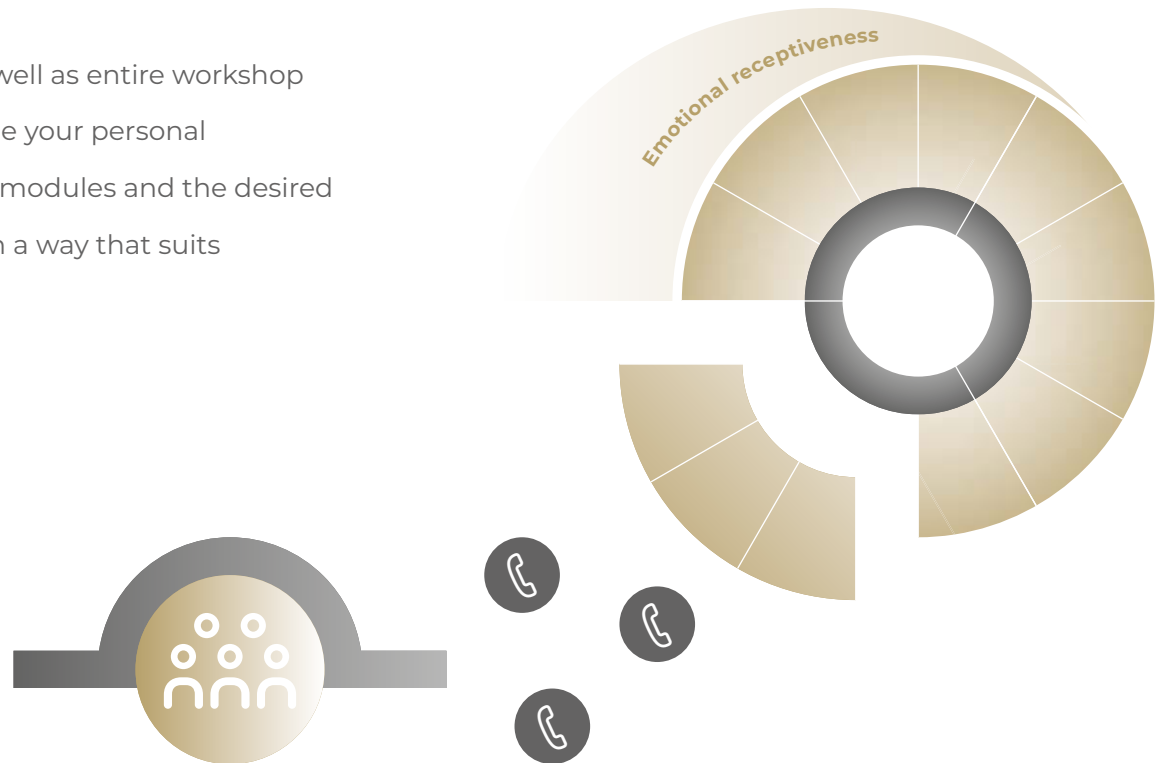


# Individual workshop processes

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

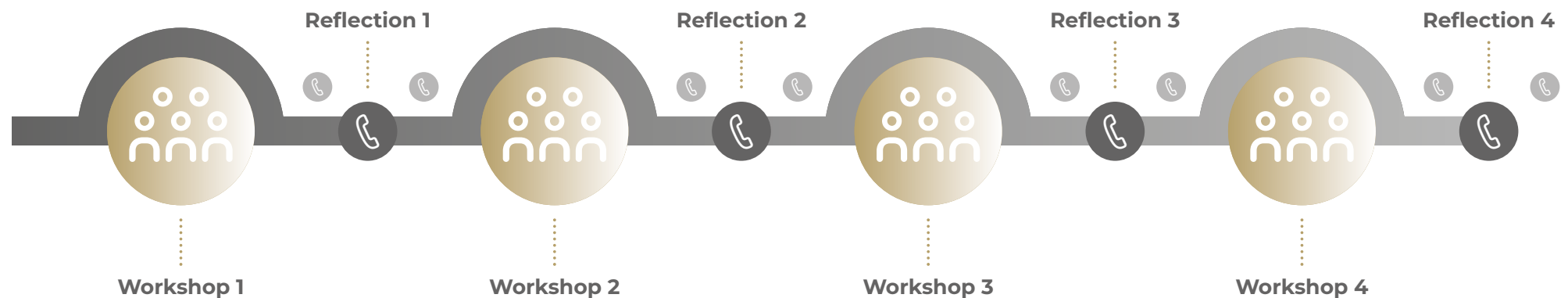
We will gladly guide you through this process, utilizing our experience.





# 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:

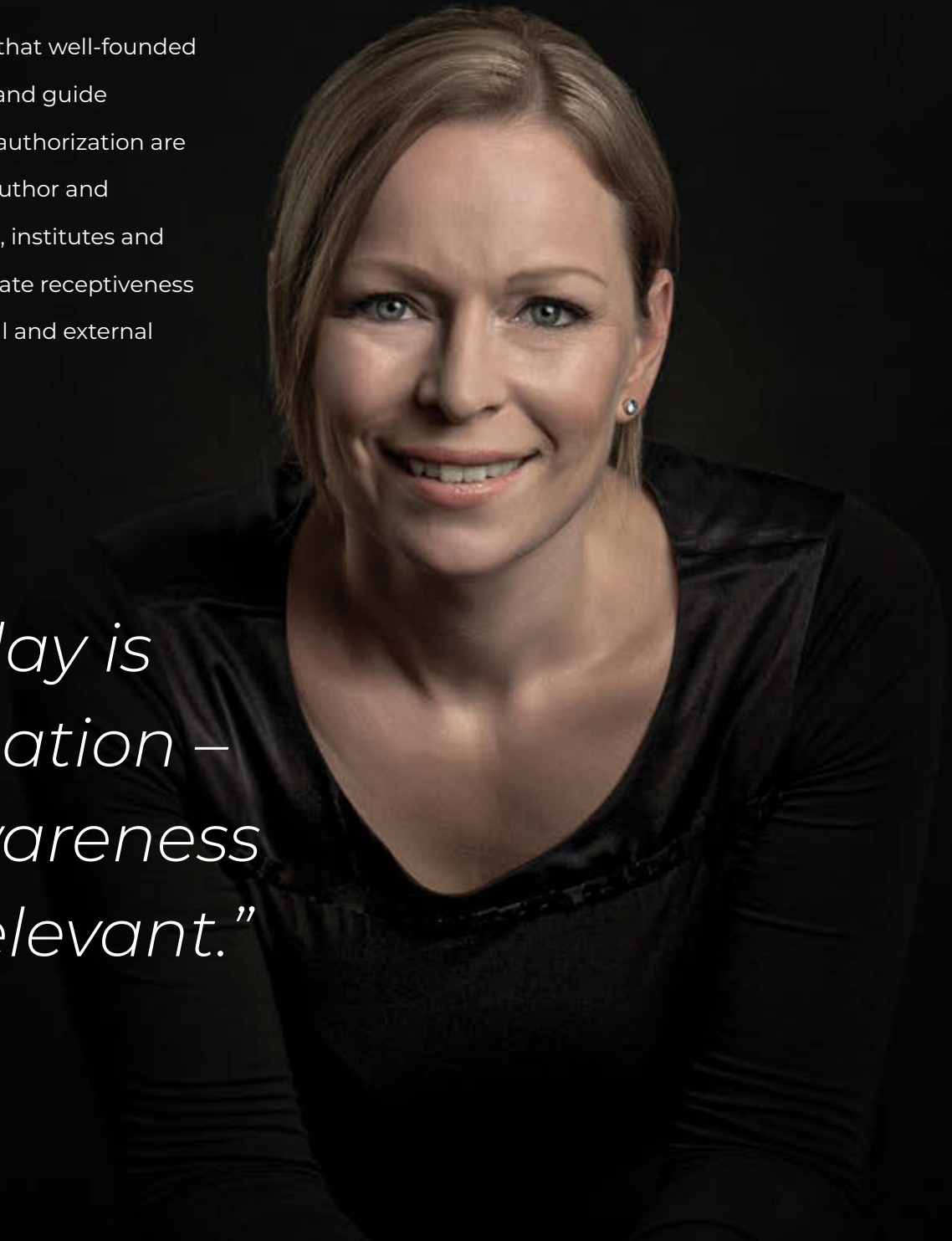
- know how to build a **bridge of emotional receptiveness** towards others to better understand them, to convince successfully, to inspire to act and to lead.
- **transfer findings from the seminar** sustainably into everyday life.
- build **communication bridges** to employees or customers and thereby 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 CCO*



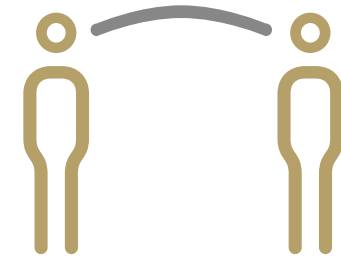
Discover what connects.



# Your benefit



# Individual coaching



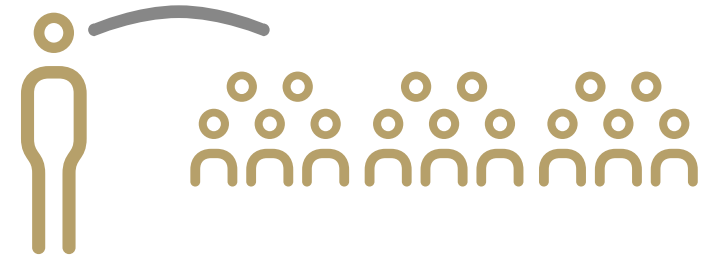
**Individual one-on-one training with executives and employees outside the standardized workshop process.**

**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



# Keynote speech



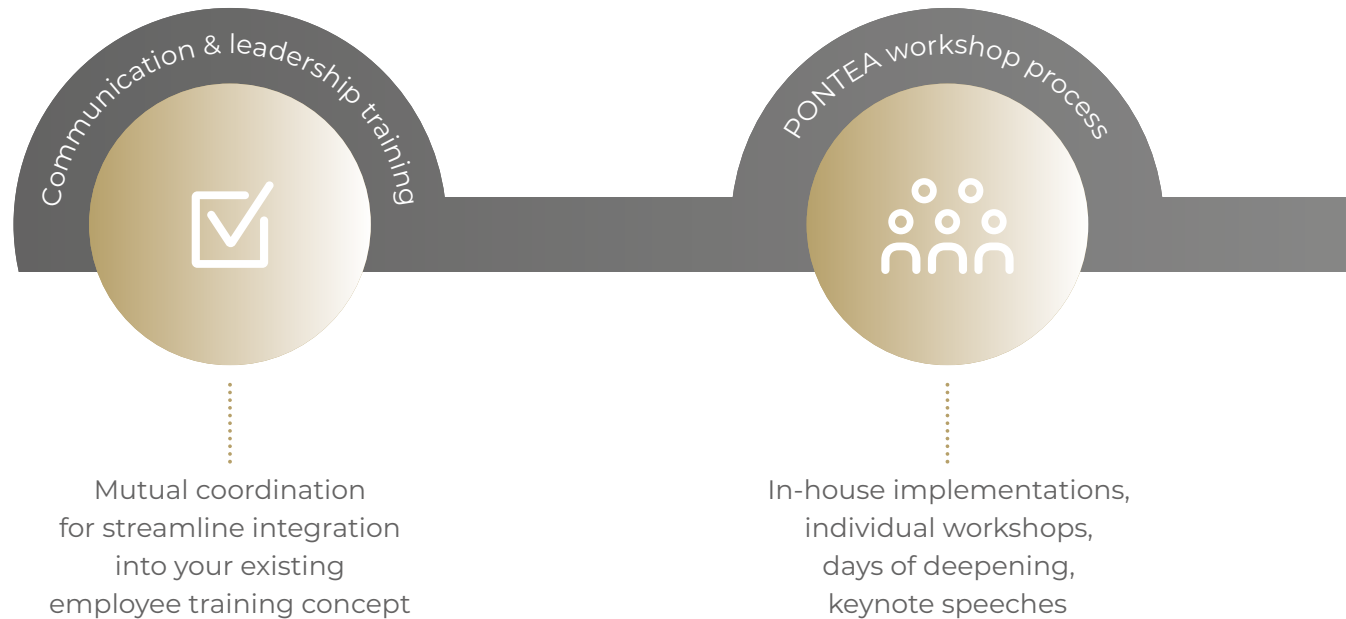
Would you like to get to know us better and see first-hand what we can do for you? Are you planning an event or anniversary and want to set new impulses in addition to the social component? For this we offer keynote speeches at your location. Feel free to contact us without obligation. We will advise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

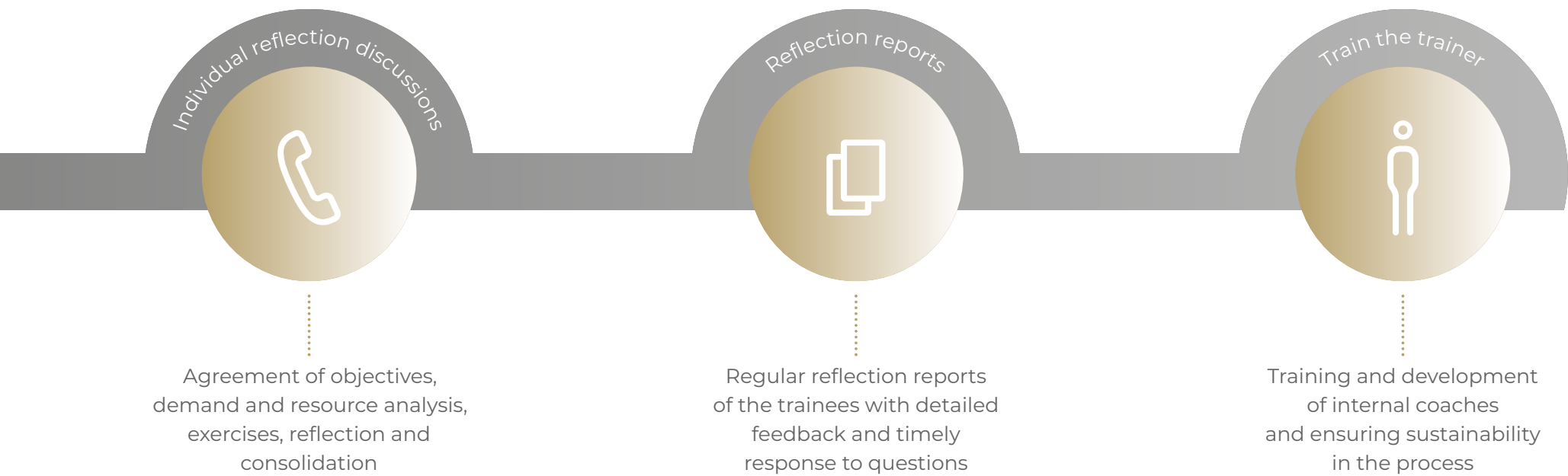
Keynote speeches:

- Staff event
- Company anniversary
- Customer occasion
- Congress
- Further education event
- Start of the trade fair event
- etc.

# 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.

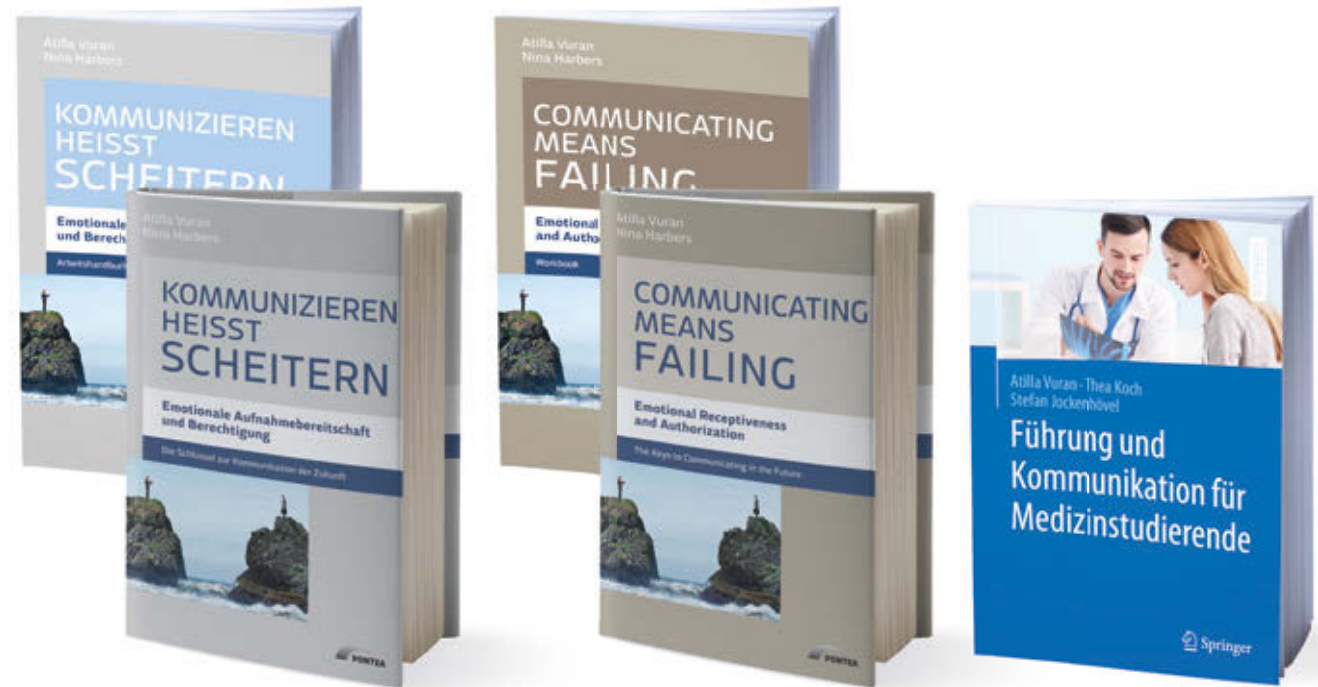


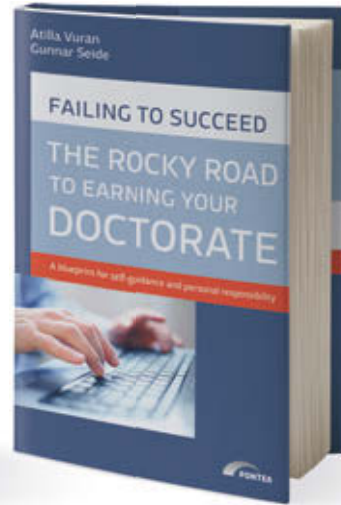


# Leaders are readers – our books for your success

Our books are available in our  
online shop [www.pontea.ch/shop](http://www.pontea.ch/shop)  
or via the book trade.

The marked books are also available  
as eBooks.





## Johannes Rascher

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.

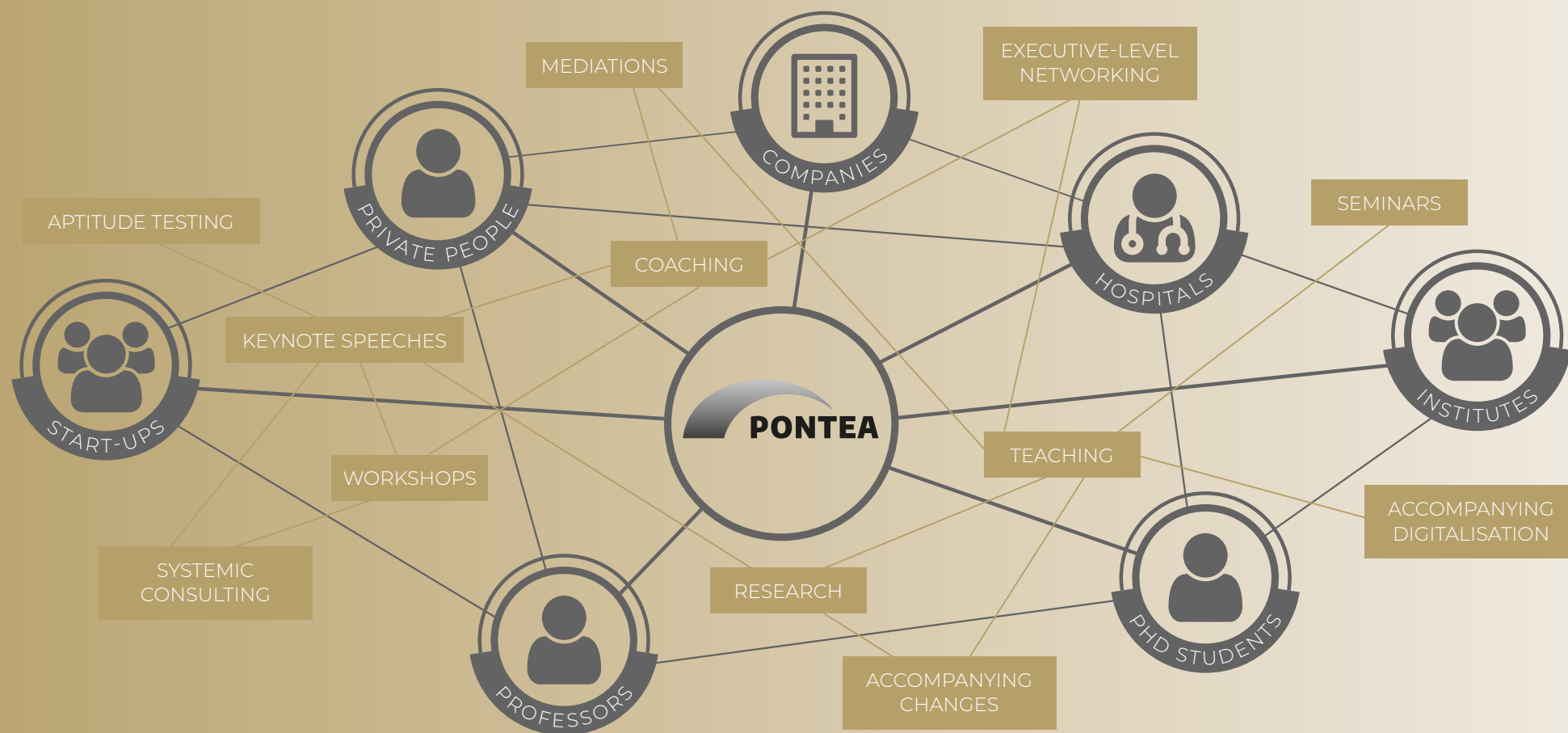
*“The best leadership system  
is individual – and your own!”*

Johannnes Rascher  
*Founder and COO*





# The PONTEA network



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