

Future Readiness

A Strategic People Development Series

Why Now?

In a rapidly changing world, the companies that thrive are those that invest consistently in their people. Future-ready organizations don't leave growth to chance - they build it deliberately. This modular development series empowers your workforce to lead with purpose, navigate complexity, and contribute to long-term success.

Strategic Pay-Off



Increased engagement and retention through meaningful personal and professional development.



Stronger leadership pipeline by cultivating key behaviors across all levels.



Enhanced collaboration and trust, improving team performance and culture.



Greater agility and resilience in the face of disruption and change.

What We Offer

A modular, scalable training series - grounded in proven leadership behaviors and tailored for both leaders and employees. Each module blends practical tools with reflection and mindset work.

Global Reach & Expert Facilitation

Our team includes 7 experienced facilitators, each an expert in their respective field. We offer training in five languages: English, German, Spanish, Chinese, and Dutch. This ensures cultural relevance and accessibility for your global teams.

Delivery Format

Blended learning (virtual and self-paced) or in-person-tailored to your needs. Every module includes application tools, reflection prompts and practical experiments. Let's talk about your specific needs – just book a [virtual coffee date](#) with us.

Who It's For

Employees at all levels - from individual contributors to senior leaders -with content adapted to match context, role, and business challenges.

Let's Build Your Future - Together

Partner with us to co-design a development journey that builds **confidence**, **clarity**, and **capability** across your workforce.



Reference

"We have been working very successfully with Martina Lüttringhaus and her team from ON.DevelopmentGroup for more than ten years. Their professionalism, flexibility, and tailor-made training programs – continuously adapted to our global challenges – have consistently received outstanding feedback. The seamless transition to digital formats during Covid was particularly impressive. ON.DevelopmentGroup is a reliable and innovative partner for us."

Doris Teichmann,
Vice President HR & Communications, Kautex Textron

Martina Lüttringhaus OWNER & EXECUTIVE COACH

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Development
Group



Strategic People Development Series

FOR LEADERS



Lead with Purpose

INSPIRE ALIGNMENT THROUGH PURPOSE-DRIVEN LEADERSHIP.

Participants understand the organization's vision and values, translate them into actionable goals for their teams, inspire and motivate their employees, and practice purpose- and value-driven leadership in daily work.



Empower Growth

GROW OTHERS THROUGH FEEDBACK, COACHING, AND CAREER DEVELOPMENT.

Participants understand the importance of talent development, enhance coaching and feedback skills, create individual development plans, and foster a culture of learning and growth within their teams.

FOR ALL EMPLOYEES:



Communicate to Connect

BUILD TRUST AND EFFECTIVE RELATIONSHIPS ACROSS FUNCTIONS & CULTURES.

This module boosts empathy, influence, and communication. Participants learn to build strong relationships, act authentically, and navigate interpersonal dynamics with confidence.



Business Acumen in Action

UNDERSTAND STRATEGY AND ALIGN WORK WITH WHAT DRIVES BUSINESS RESULTS.

This module makes business strategy tangible: Participants explore market dynamics, learn the Value Disciplines, and see how their work connects to organizational goals.

The outcome: actionable strategies for stronger business results.



Own Your Results

BOOST FOCUS, RESILIENCE, AND IMPACT IN A FAST-PACED ENVIRONMENT.

Do less, achieve more: This module builds focus, prioritization, and mental agility. Participants learn to manage energy, reframe setbacks, and drive real impact with a clear 90-day action plan.



Navigate the Unknown

THRIVE IN UNCERTAINTY WITH CLARITY, EMOTIONAL REGULATION, AND ADAPTABILITY.

This module strengthens the ability to handle ambiguity: Participants learn to act decisively without complete information, deal constructively with unclear situations, and prioritize progress over perfection.