

[Home](#) > [Leadership Insights](#) > [What we work on](#)

LEADERSHIP DEVELOPMENT

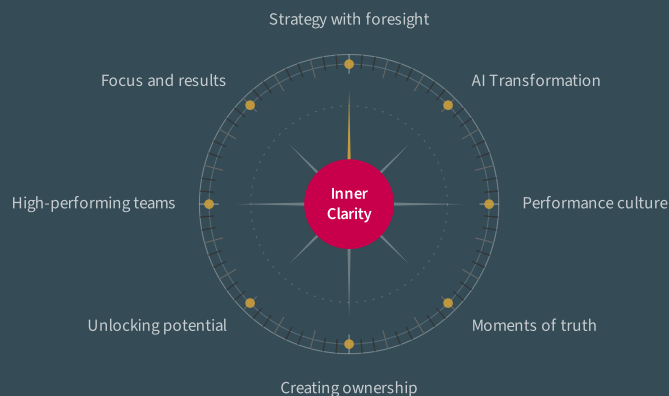
What we work on

Leadership work needs concrete goals, too — nine leadership goals in three groups

MLI Leadership Institut 2026

Leadership work needs concrete goals, too. The MLI Leadership Compass arranges nine leadership goals in three groups: for the C-level, for general leadership topics and for leadership talents. Each goal is phrased as a question that a program can be aligned to and measured against.

Leadership formats easily fizzle out when they cover a topic but there are no criteria for their impact. The leadership compass helps select suitable goals and make them concrete. Where the focus goes, attention and energy follow.



C-LEVEL Shaping the future and SECURING PROGRESS

07

Strategy with foresight

How do you recognize relevant developments early and translate them, for your own

area of responsibility into a

08

Mastering the AI transformation

How do we make the AI transformation shapeable in human terms and turn technological possibilities into

09

Focus and results orientation

How do we establish a leadership rhythm that sets clear priorities and reliably produces results?

strategy that makes a real difference?

concrete competitive advantages?

GENERAL LEADERSHIP TOPICS

Creating the conditions for

PEAK PERFORMANCE

10

Developing high-performing teams

What are the success factors of high-performing teams? And how can leadership influence them concretely to achieve motivation, structure and a focus on results?

11

Performance culture

How do you recognize and measure social dynamics? And how can people in leadership, through their behavior, bring about constructive and willing collaboration across departmental boundaries?

12

Strengthening inner clarity and resilience

What drives me as a leader, and which principles help me hold my course even under pressure?

LEADERSHIP TALENT

Leading people and teams effectively in

EVERYDAY WORK

13

Shaping moments of truth

How do I communicate so that messages land, difficult conversations succeed and clarity emerges?

14

Creating ownership

How do I delegate responsibility without losing control, and create commitment to promises and results?

15

Unlocking potential

How do I deploy people according to their strengths and connect their development with their contribution to overall success?

ABOUT THE AUTHOR

Sebastian Morgner is Managing Partner of MLI Leadership Institut in Dießen am Ammersee, Germany. Before founding the institute in 2013, he spent fifteen years responsible for strategy and transformation in large corporations, most recently as Global Head of Marketing at UniCredit. Since then he has accompanied more than 150 leadership teams and more than 1,100 C-level executives.

He is co-founder of the Future of Leadership Initiative, host of the podcast *Tiefgang*, spokesperson of the Zukunftsallianz Mensch & KI (Alliance for People and AI) and author of *Expedition Zukunft*. The German business weekly *Wirtschaftswoche* counts him among the leading leadership coaches in the German-speaking world.

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