



"Our Leadership Journey"

*Positive Leadership:
Inspirierend Führen in die Praxis*

Verbund

Pia Schubaschitz & Damir Trtanj
Future of Work 21. Mai 2025

77 HUMAN
NEEDS

(Manual)

The Power of
WHY.

77 HUMAN
NEEDS

Work harder and...





**First day
on a new job**

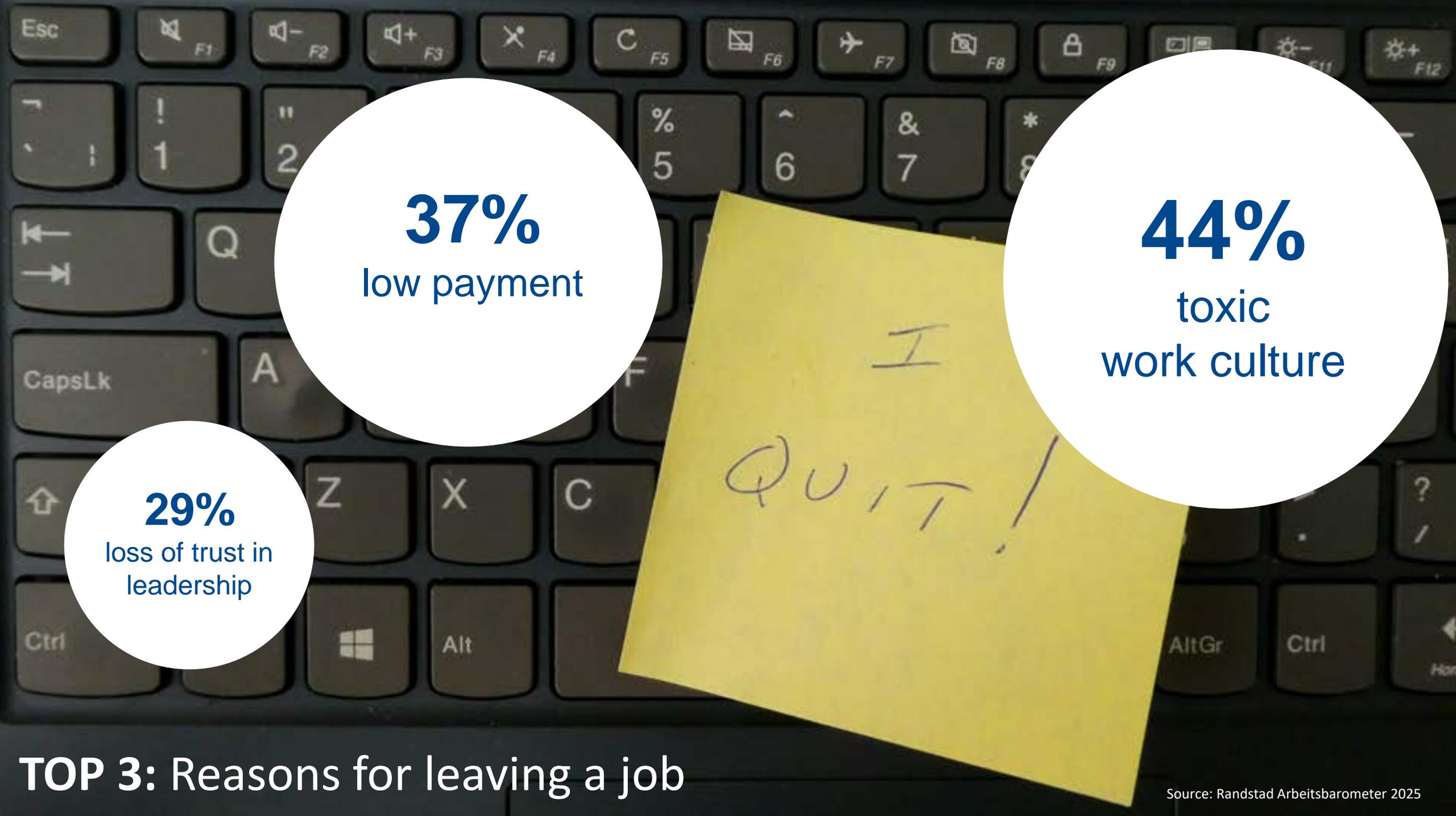


**People don't leave jobs,
they leave managers**

(Reinhard K. Sprenger)

Quiet Quitting





37%
low payment

44%
toxic
work culture

29%
loss of trust in
leadership

TOP 3: Reasons for leaving a job

Your opportunity



What is an ideal leader?





What does reality look like?

March 13rd, 2020
This day changed the world



**New Work?
New What?**



Peer-to-peer exchange



Pick your **role models** wisely,
find out what they did and **do it**.



The world of **Positive Psychology**



Positive Psychology

Determinanten
Interventionen

PERMA
Optimismus

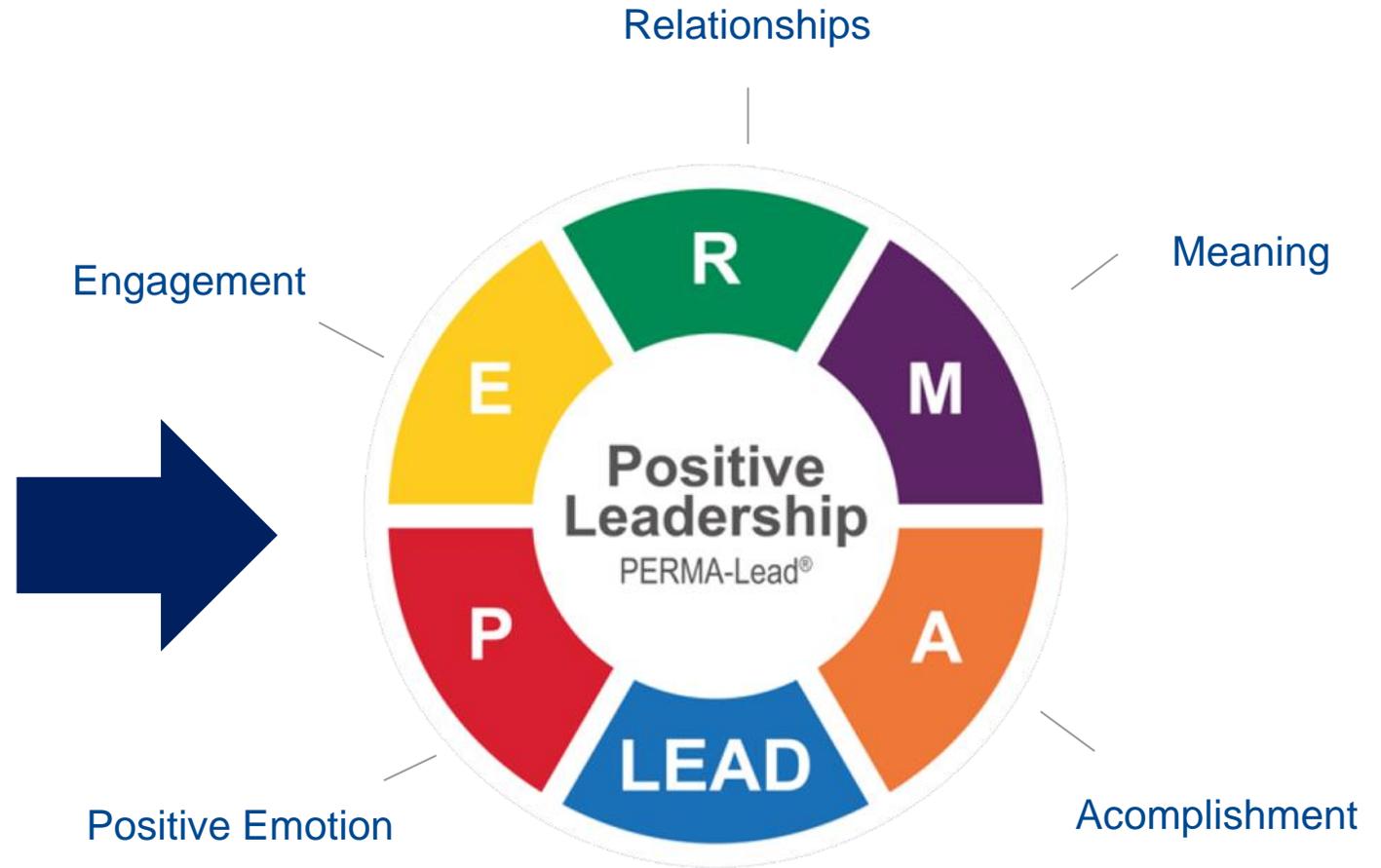
Pos. Emotionen
Pos. Beziehungen

Subjektives
Wohlbefinden

Flow



Positive Leadership





Positive Emotion (P)



Engagement (E)



Relationships (R)





Meaning (M)



Accomplishment (A)

**New Leadership?
New What?**





Get knocked out



See the world through **the eye of a child**

Positive Leadership @VERBUND





Herzlich
Willkommen
zu den Präsenztagen
Positive Psychologie
in der Führung
mit Katharina &
Nicole

A rustic still life composition featuring a wooden table with various fresh foods. On the table, there is a woven basket of bread, a bowl of vegetables, a plate of salad, a white ceramic jug, and several pumpkins. A wooden arrow sign hangs above the table. The background is a plain white wall.

Good Practices @ VERBUND

#1 Energy Talk



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Aus eigener Kraft.



Die Selbstlobmaschine

Weil du eine großartige Leistung vollbracht hast,
oder ein schwieriges Problem gelöst hast oder
einfach nur einen Moment der Anerkennung verdienst!





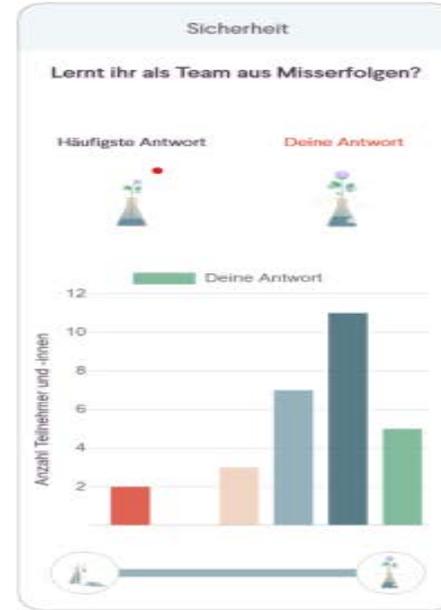
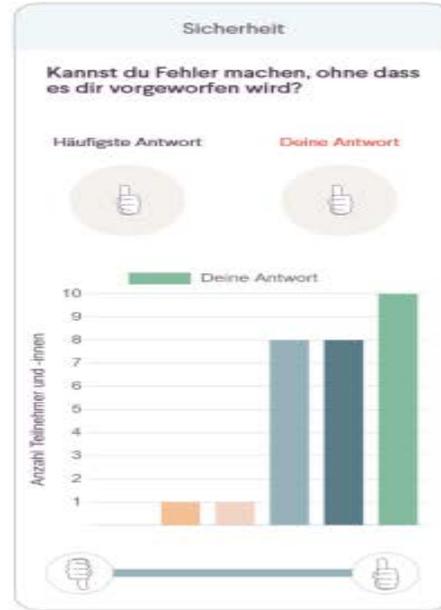
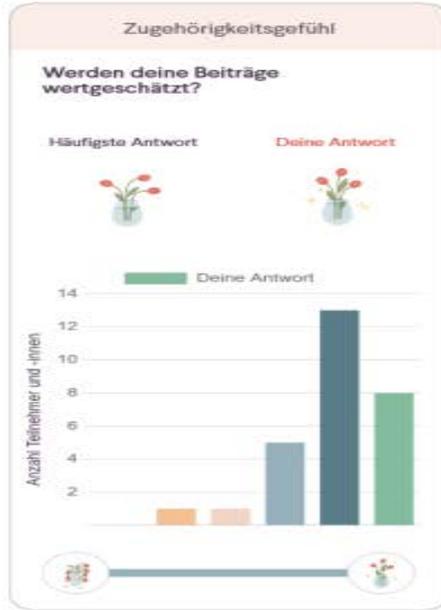
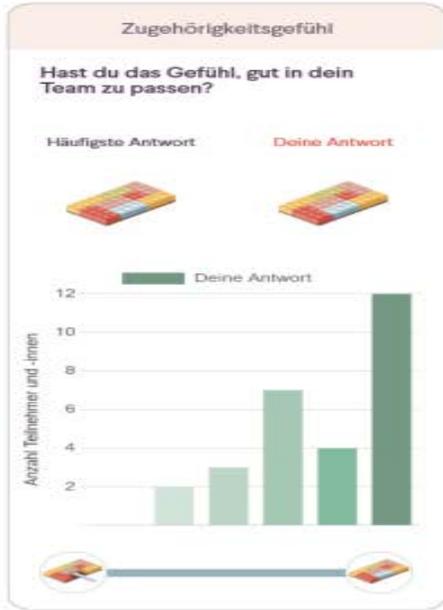
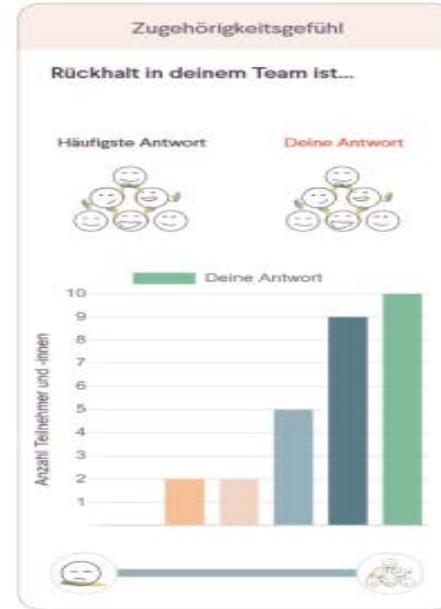
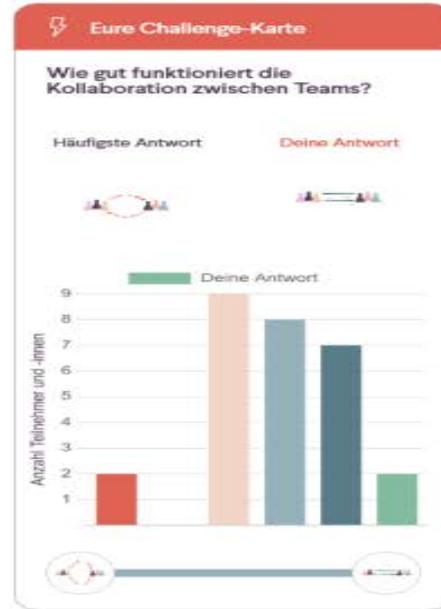
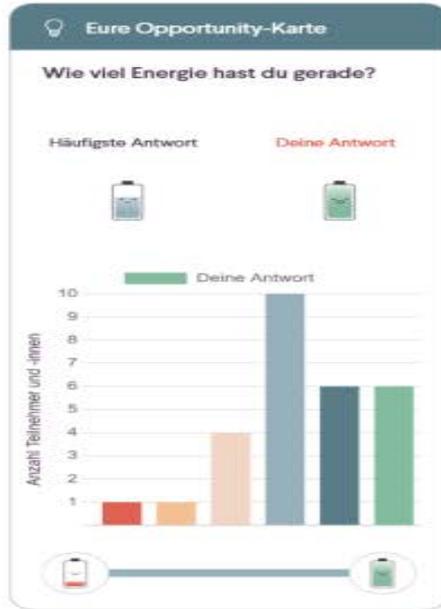
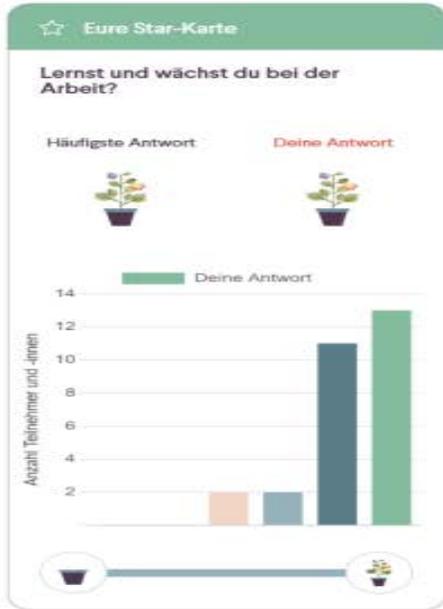
3. Selfcare im Arbeitsalltag

How we live
is what
Makes us
Real ♡

4. Mitarbeitergespräch



Stimmungsbarometer



Great Place To Work®

VERBUND Services 2023 vs. VERBUND Services 2020



+5%



Trust



+1%



Respect



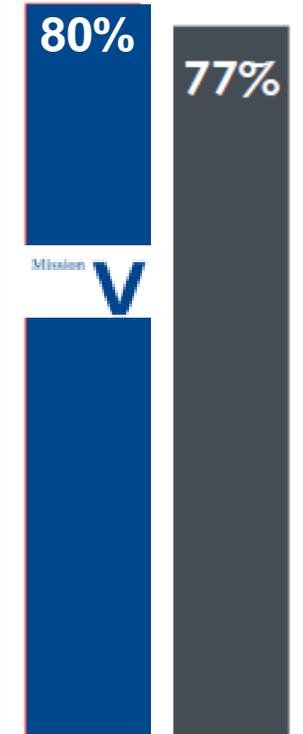
+2%



Fairness



+3%



Teamspirit

Management Skills





Combine **science** with **management skills** = **Well-being** and **organizational performance**

3 good things:

Was nimmst du heute für dich mit?



A scenic view of a turquoise lake in a mountain valley. In the foreground, two hikers with backpacks are walking on a grassy slope. The woman on the left is pointing towards the lake, and the man on the right is looking in the same direction. The background features steep, rocky mountains with patches of green grass and a large glacier at the top.

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