



New Leadership & Leading Authentically How Does It Work?

Translated Summary of German Original:

<https://www.diesalzbuergerin.at/die-kraft-des-new-leadership/>

How can leadership and being authentic fit together? Especially now.

In Austria and worldwide, we are experiencing recession, high inflation, and the economic situation has significant impacts on global companies, and thus particularly on the leaders who guide their teams through the crisis.

The Great Place to Work study has clearly highlighted that especially during and after times of crisis, 'New Leadership' is needed: empathy, trust, clear visions, and goals. Crisis requires clarity in leadership. And this clarity, to live leadership every day, needs energy, and also clarity on how one wants to appear as a leader.

Where is there a space and framework that brings together leaders from around the world and then creatively works on the question 'Leadership and being yourself'?

The Hummingbird Uptre.at, the personal Leadership Uptre.at 2023, was held for the first time by Sin-Wei Tan and Gertraud Eregger at the Innviertler Versailles in Auroldmünster. Leaders from industry, recruiting, global expats, and international artists worked intensively over two days with co-curators outside their comfort zones on personal leadership skills.

"The Hummingbird Uptre.at prepared me optimally for very challenging times in the company last fall. I was particularly impressed by the 'Rest & Fly' concept" - Head of Recruiting, Hummingbird 2023.

She speaks of the concept that gave the personal leadership retreat its name: the ability (like the Hummingbird) to grow both professionally and personally AND also to consciously take enough breaks. It is exactly the pause that decides success for

leaders. As a leader, everyone is a role model, and the culture of always being online, constantly pushing the limits of stress, and practically never resting, reflects on their own team.

"The name Uptre.at was consciously chosen by us. The Hummingbird Uptre.at is not a yoga retreat, nor a retreat in silence. We take all the time in the world on Friday to arrive, deliberately not initially focusing on your role as a leader in the company, but creating an 'instant team spirit' with stories, inspiring life stories, and inspiration on how leadership is lived in other parts of the world. The program leads through workshops that give space to reflect on oneself as a leader and one's impact. What is important to me? How can I be in my role? Where am I still a leader? The rhythm of conscious personal strategy work (for which we never take the time), and then pulsating sessions that combine dance, writing, resting with a unique mix of lightness, esprit, and creativity. It is precisely this mix of personal work in the head, in the heart, in the body - and then in a breathtakingly beautiful setting like the Innviertel Wasserschloss, that makes the Hummingbird Uptre.at unique. We work in English, and that also brings some into a growth zone." - Gertraud Eregger, Global Executive Coach, now living in Graz, who has accompanied leaders and teams in massive growth phases in Jamaica and Ethiopia.

"Leadership needs more than just words - it needs movement, presence, and authenticity. And then there is a huge invisible aspect - leaders, as the name suggests, hold great forces and emotions within companies. In the Uptre.at, conventional leadership boundaries are explored, and awareness of self-confidence and group dynamics is sharpened. Our exclusive Leadership Retreat offers the unique opportunity to unlock unused potentials in the body and mind - a dance of Body & Mind. With innovative methods in movement, it becomes possible to recognize and transform the often-overlooked elephant in the room - without discussions. Through physical intelligence, truths in self-perception are recognized, problems are identified, and intuitive solutions are found. This can enhance collective well-being and support the development of future-oriented strategies. A space is created where new things can emerge." - Sin-Wei Tan, active in tourism consulting between China and Austria, working with creative approaches in embodiment. She is an Intercultural Trainer and Consultant from Salzburg.

This year, the Hummingbird Uptre.at will inspire another important aspect in leadership. We do not only affect with our words and gestures. Especially our written words remain. And we communicate more than ever online, in short messages, practically over-communicating non-stop. Our co-curator Dr. Stefanie Brodmann comes from an international career, has led global teams, and now works as a writing coach alongside her role in the world's largest development bank. Her workshop will let us enjoy writing again and develop the next messages to our teams and the most important people in our lives with more creativity and power.

From October 4th to 6th, the international Hummingbird Uptre.at will again take place in Aurolzmünster. Central to Vienna, Graz, and Munich. In a 160-year-old Wasserschloss, the Innviertel Versailles. Accommodation is in beautiful boutique apartments. The group will be catered to vegetarian cuisine by Chef Camillo from the Restaurant Eat Art. Shared evenings by the fire, international people, stories from around the world make

the Hummingbird Uptre.at like a journey needed exactly in the fall. To then start Q4 recharged and carry the energy well into 2025.

Leadership needs strength - and this must primarily come from within the leader themselves. And this strength also needs time to recharge and to work with new impulses again on Monday.



Register at: www.uptre.at or connect@uptre.at

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