



in cooperation with  
Scherer Leadership Center



# LEADERSHIP

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DEVELOPMENT INTENSIVE

Created by Dr John J. Scherer

**21 - 24 September 2026**  
**Berghaus Spitzingsee / Bavarian Alps**

**Facilitators:**  
**Natalie Sennes, Tamya Olszańska**  
**Günter Westphal**

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You don't need to **change** yourself.  
You need to **come home** to yourself.  
That changes everything.

WITH THIS SIMPLE SENTENCE,  
JOHN SCHERER REVOLUTIONIZED  
LEADERSHIP DEVELOPMENT.



# Take on the Five Questions and do the inner work of leadership development:

## What CONFRONTS me?

What challenging and difficult situations do I need to face? In the LDI we call them 'tigers'.

## What am I BRINGING?

What is my history with similar situations, what are my expectations, my hopes and fears, my predictions?

## What RUNS me?

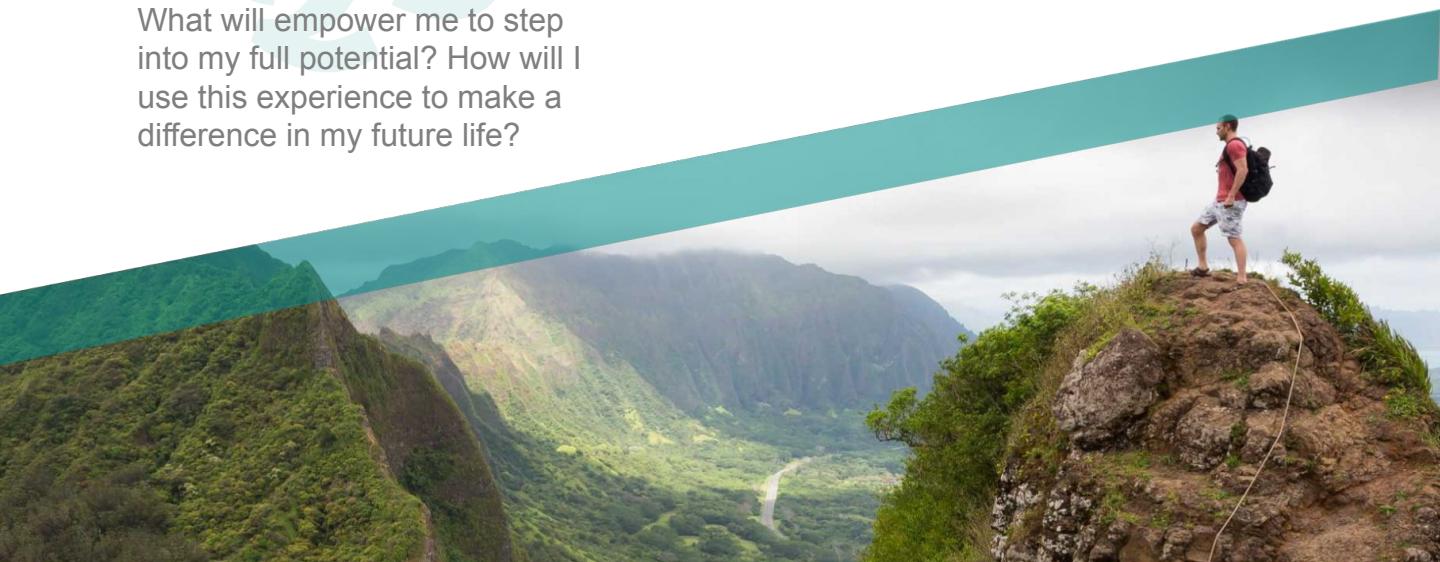
What is my 'default' way of handling things like this? How am I on 'automatic' without realizing it, and how does that impact my effectiveness? How am I limiting my options?

## What CALLS me?

What 'inside' strengths and capabilities call out to be expressed more fully in my life and work? What kind of 'outside' situations call for my attention?

## What will UNLEASH me?

What will empower me to step into my full potential? How will I use this experience to make a difference in my future life?





LDI is NOT Leadership Training, it is Leadership **DEVELOPMENT**. LDI helps you discover, unwrap, find your inner source of purpose, power and peace. Find out how your default reactions to difficult and challenging situations have been driving—and limiting—you.

Take a big step toward changing from an 'automatic' to an 'authentic' way of living—and dealing with confrontations of any kind. You are a leader **and** a human being. Discover the **person** inside the **position**. Become the leader you are capable of being. The effects are transformational and lasting.

## Work and life issues impact not just the mind, but the body and the spirit as well.

The LDI will speak to your mind, body and spirit. You will learn models and theories, like The Waterline, Three Worlds, TOV, Deep Listening, Persona & Shadow, Mindfulness, Well-Being, and many more. These powerful tools equip you to transform your workplace into a powerful vehicle for personal development.

Sessions are designed to challenge your way of thinking, to relax and strengthen your body, to expand the ways you manage yourself, thus maximizing your performance—and the performance of those around you. LDI builds on your strengths and helps you discover and use capabilities you may have not known you possessed, or ones you have been reluctant to use.

## 8 outcomes you can expect



**Unhooking** from counter-productive reactions and patterns



**Being able to** resolve un-resolvable conflicts



**Knowing the difference** between problems to be solved and polarities to be managed



Tuning into the deepest personal **source of power and strength**



**Producing** extraordinary **results** in the face of obstacles and resistance



**Becoming a** communicator who hears – and is heard – deeply



Turning work into a **powerful vehicle** for life-long personal and leadership development



Working with a greater sense of **purpose, power and peace**

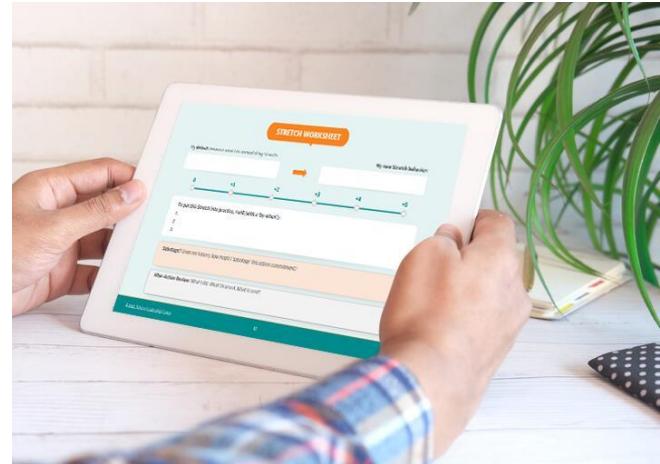


## Steps of the LDI Process

### 1 Preparation

**PRE-WORK** – a 30-minute online EQ self-assessment to help set your development goals for the course.

**PRE-CALL** – a 60-minute online conversation with one of the facilitators, serving as an introduction to the program, its content and logistics.



### 2 Off-site / alternative Online

**OFF-SITE RETREAT** – 3,5-day facilitated individual and group development session with many experiential activities. Days start at 7:30 with gentle stretching, aikido, and mindfulness training, followed by morning and afternoon learning sessions.

**ONLINE** If Corona does not allow to meet in person it would be a 5-day / 6 hours online LDI.



### 3 Follow-through

**POST-LDI GROUP CALLS** – 60-90-minute group call to assist in ‘facing tigers’ and applying LDI learnings.

**EMAILS** – The 28-Days-To-Change-A-Habit post-LDI email program.

**1-1 COACHING** – Optional 1-1 coaching sessions are recommended.



To register please go to <https://movingmountains.eu/en/anmeldung/> or contact us at [guenter@movingmountains.eu](mailto:guenter@movingmountains.eu)





## Daily Schedule

**DAY 1** - 10:00 AM - 7:00 PM

**DAY 2** - 7:30 AM - 7:00 PM

**DAY 3** - 7:30 AM - 7:00 PM

**DAY 4** - 7:30 AM - 4:00 PM

**AVERAGE GROUP SIZE:** 8-12 PARTICIPANTS

**LANGUAGE:** ENGLISH

## Course Tuition

Regular: **€ 1,950** (incl. VAT)

High-income / Supporter: **€ 2,600** (incl. VAT)

Scholarship: **€ 1,300** (incl. VAT)

Corporate rate: **€ 3,900** (excl. VAT)

We want to make participation in the LDI accessible to a wide range of people. Therefore, we offer four pricing categories that you can choose from based on your own assessment. We trust your judgment. Additional costs of approx. €700 apply for accommodation and meals/drinks.

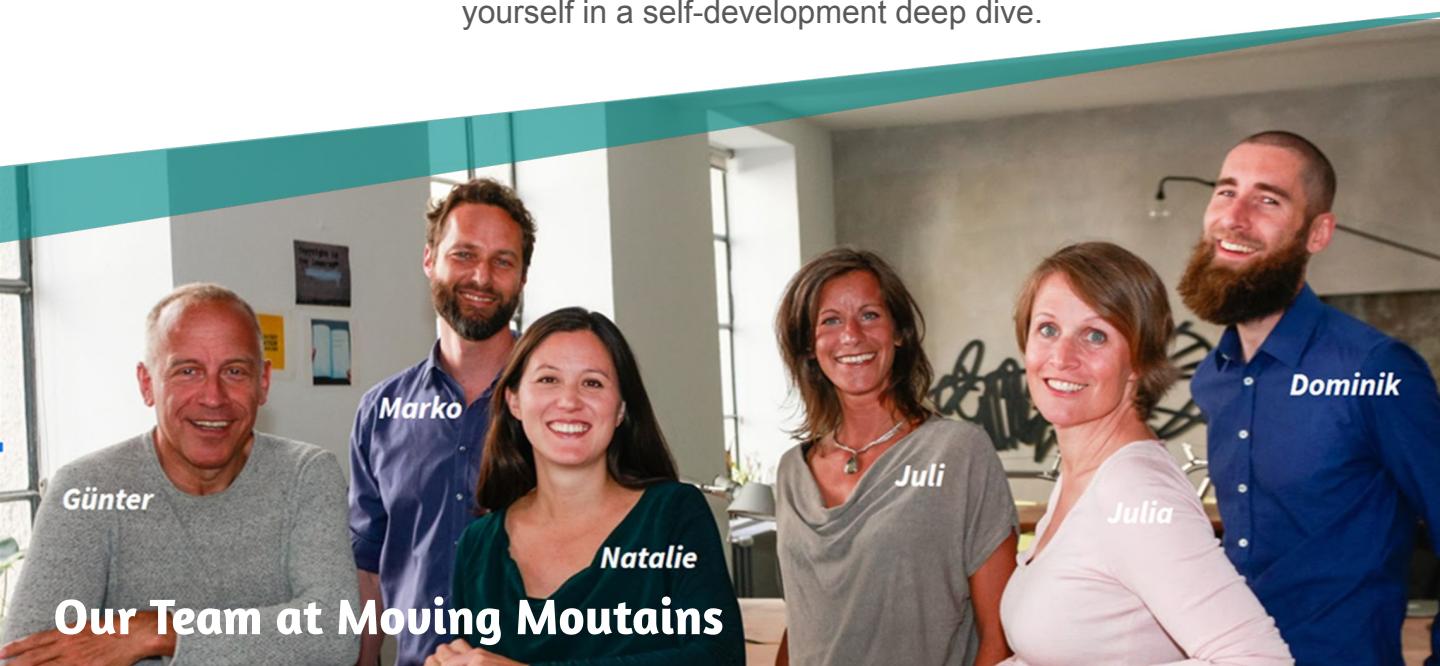


To register please go to

<https://movingmountains.eu/en/anmeldung/>  
or contact us at [guenter@movingmountains.eu](mailto:guenter@movingmountains.eu)

## Venue

Berghaus Spitzingsee ([www.berghaus-spitzingsee.de](http://www.berghaus-spitzingsee.de)) in the picturesque Bavarian Alps and a perfect place to immerse yourself in a self-development deep dive.



**Our Team at Moving Mountains**



# References

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‘Do not take this course if you have any fears about examining who you are, or why you work, lead, live and breathe as you do now. **Take it as climbers and divers take the heights and depths.** Take it in order to know where it is possible to go.’

**VIRGINIA ROBINSON**, Toronto

‘(...) I recommend this program to all who feel a need to re-connect with them- selves, especially for leaders who feel a need of redefining their understanding of leadership.’

**ANNA OLCZYK-WALDOWSKA**,  
Leader of HR Business Partners Team / PwC  
Poland

‘(...) I can guarantee, that you’ll be happy with it. It will stay with you after LDI. It will help you in further life and business navigation.’

**WOJCIECH TOMCZAK**,  
Communications Director,  
*Unilever Poland and Baltics*

‘Really intense and profitable! (...) I am thinking much more about the other side and the needs they might have before I communicate.’

**THOMAS VALTL**,  
Director Credit Management,  
Germany

‘(...) What happened at the LDI started changing my life for good and there is no way back (...) Every Partner should go through the LDI.’

**CONSULTING PARTNER**,  
PwC Central & Eastern Europe

‘Every single person in the world should do the LDI, because this is real education - heart education. That’s totally different to what is taught in our education institutes (schools, universities, training institutes). Imagine, if everyone is aware who he/she is and what he/she can bring into the world - I’m sure it would change everything.’

**BARBARA WILLEITNER**,  
People & Organisational Development,  
Germany

‘The best training I have ever participated in my entire life. It’s way more than just a training. If you are open and allow people to get to know you it can change your entire life...’

**PATRICK NOTZON**, Germany

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# YOUR FACILITATORS

Natalie works as an agile coach and process facilitator on the future of work. She is currently developing new concepts & formats for collective leadership & new work with Leadership<sup>3</sup>. She accompanies teams on their own way to an even more people-oriented and effective collaboration, e.g. by implementing holacratic structures, removing hierarchies and empowering self-organization.

As CEO of MovingMountains she also coaches professionals as well as high performing teams on their way to explore and use their own potential, resolve conflicts and manage change – all this in motion and in nature. Previously, she used to be an innovation architect, consulting clients (automotive, insurance, energy, tech) of German

Entrepreneurship GmbH on innovation and corporate acceleration projects. Natalie held a position as start-up coach at the Ludwigs-Maximilian University Entrepreneurship Center in Munich and developed entrepreneurial programs for young people with Telefónica and SwissEducare. Her experience is enriched by her own start-ups, work in management development, in-house consulting, start-up coaching and agile project management.

She loves the mountains and is therefore regularly out and about in the “Mountain Office” or hiking & coaching.



### NATALIE SENNES

PROCESS FACILITATOR,  
AGILE COACH



### TAMYA OLSZAŃSKA

FACILITATOR & PSYCHOLOGIST

Tamya Olszańska works as a coach, trainer and facilitator, who has led trainings and awakening transformations over the last 18 years in a broad range of industries. Her methods are informed by a unique blend of formal trainings and personal experiences, drawing from academic psychology, leadership development, bodywork and meditation. Her impact on the Polish alternative education scene got her nominated to the Leadership Academy for Poland, one of the Europe's premiere leadership development programs, working along with Harvard professors and world-class leadership educators.

Since then she has intensified her focus on empowering leadership and supporting top-level executives in awakening their leadership potential and increasing their capacity.

Whether she is working with individuals or organizations, she skillfully brings people closer to their inner wisdom and resources, supporting them in identifying and facing current crucial challenges and creating the most effective responses and solutions. Tamya has a long standing close working relationship with Moving Mountains.



Günter works as a Executive Coach (AoEC) and has more than 27 years of experience as a Consultant to many international operating groups within a wide range of industries. Günter has a finance and accounting background, working with one of the Big 4 consulting companies and was running for 10 a regional business unit in Poland. His analytical skills needed in his daily work, together with his professional experience in Coaching, Facilitation and Consulting served him as an ideal background to develop the skills applied in an LDI.

Günter has been on a transformation journey for many years, developing aspects of body mind and spirit, therefore he is able to speak from a deep experiential space.

Empathy, listening, tuning in combined with an open mind and open heart allow him to connect in a unique way. He is an enabler of change and his mission is to support people and organisations to (re-)connect and (re-)discover their purpose. Günter loves travelling and to get to know new cultures and whenever possible he combines his passion for nature with coaching in the mountains. He works internationally from his base of operations in Munich.



**GÜNTER  
WESTPHAL**  
EXECUTIVE COACH &  
FACILITATOR  
GESTALT THERAPIST