

Learning & Developing programs

- Leaders4Tomorrow
- Recruiter Academy – 9 Modules

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Leaders 4Tomorrow Program

Leaders4tomorrow Program 2027

Lead. Grow. Build.

5 modules - 4 keynotes - 1 live Leadership Camp in Vienna

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#leaders4tomorrow – where we come from









Guided growth for rising talents

- Virtual coaching & top keynotes
- Strategic projects in sales, marketing & BD
- 22 talents
- In 3 cohorts since 2023
- 7 partners invested



Austria, Germany, Latvia, the Netherlands, Switzerland, UK, and Ukraine.

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Learning Focus



What's new this year

- **1:1 mentoring:** One mentor per talent, giving strategic input and direction for the project work
- **Live in Basel:** An additional on-site leadership workshop, hosted by Coopers
- **Thank you to our mentors:** Christian Limmer, Olfertjan, Michaela, Ansie, Leszek & Pernille!
- **Leadership Board sessions over the years:** Michael Wang, Doug, Barbara, Abhishek, Gunita, Benoit & Jonathan.

Who is the Leaders4Tomorrow for?

Senior leaders

Sharpening the three skills with the biggest impact on success:

- Leading through change
- Giving honest, motivating feedback
- Emotional intelligence

COOPERS




Soon-to-be team leads

Preparing with confidence for the first leadership role

ITAKA SOLUTIONS



New team leads

Finding your feet and your leadership style in a new role

independent recruiters



From candidate side to client side

Taking full ownership of projects and client relationships



Business builders

Building a sales unit – not just winning the next client

independent recruiters



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The Learning Experience

Programme schedule 2027

01

Virtual Keynote
February 2027

Lead yourself first!



Manuel Larenas
Impact International

02

Virtual Keynote
March 2027

Earn your seat at the table



Andrea Ross
Trust Diagnostic

03

Live · Vienna · 2 days
April 2027

Leadership in action – 3 live keynotes



04

Virtual Keynote
April 2027

Pitch perfect, every day



Wolfgang Depauli
International Sales Trainer

05

Virtual Keynote
May 2027

Lead with EQ



Bethel Nwaneri
GE

Sales / BD / AI / Candidate Engagement **PROJECT** within the organization

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Join for L4T 2027 cohort!

More details and steps

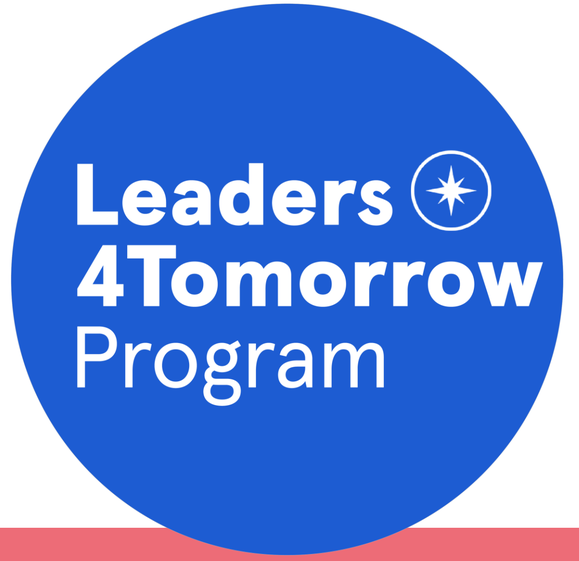
EUR 3,700,- including…*

What's included in 2027

- **Virtual Kick-Off:** February 2027
- **Leadership Camp Vienna:** 2 days, fully funded, April 2027
- **4 keynotes** from international recruiting experts
- **Virtual coaching & challenge support:** February to June 2027
- **Personal mentor** for your project
- **A global peer group**

Final date to nominate – Michaela / Gertraud:
October 31st, 2026

*** Only Travel Cost excluded**

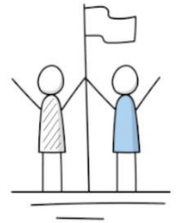


5 months of focused development
2 calls per month
2 days live in Vienna

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Talentor Recruiter Academy

Choose one or all modules for your recruiting team



Recruiting

1 Research I

Foundations of Talent Sourcing (Theory & Strategy)

2 Research II

Tools & Techniques for Effective Sourcing, AI in research

3 Interviews & Reports

Asking the right question & converting the candidate into a placement - reporting to the client

Sales

4 Sales I

How to identify and approach clients/ from sales messages to calls

5 Sales II

From Client briefing to upselling services / international recruiting

6 Sales III

Building relationship with clients - being a partner not a supplier

Marketing & GDPR

7 Marketing I

How to create a meaningful and expert recruiter profile on LinkedIn

8 Marketing II

Social Media & communication channels in the recruiting industry

9 EU AI Act

AI Guidelines for recruiters & AI usage in our industry

General

10 Project Management

in recruiting projects & performance analysis

11 Time Management

Working Smarter not Harder to increase your revenue

Option: Time Management

How to organize your day as a recruiter – setting priorities

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Time table for the modules 2025 | 2026

	Week 1	Week 2	Week 3	Week 4	Module
September 2025		**registrations**	**registrations**	**registrations**	
October 2025	08.10.2025		22.10.2025		1, 2
November 2025	04.11.2025		17.11.2025	27.11.2025	3, 4, 5
December 2025	05.12.2025		16.12.2025		7, 8
January 2026	08.01.2026		22.01.2026		9, 10
February 2026	05.02.2026		19.02.2026		10, 11

Time table for 2027 will be announced soon!

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