

WOLFGANG EDER

FOUNDER, UNIVERSITY LECTURER & EXECUTIVE COACH
AND EXPERT IN LEADERSHIP EFFECTIVENESS

HUMAN - AI - EVOLUTION

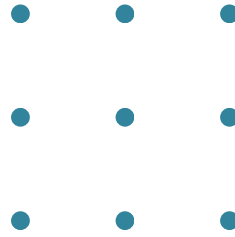
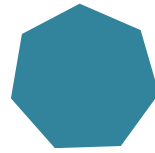
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EVOLUTION GMBH
WWW.EDER.CH





WOLFGANG EDER, CEO OF WOLFGANG EDER EVOLUTION GMBH



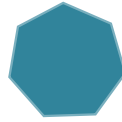


**Wolfgang Eder captivates his
listeners like no other with
sympathy, humor and vivid
examples!**

Proven Expert, Martin Achbach

JAN/25

A teal line graphic in the bottom right corner, starting from the bottom edge, rising to a peak, and then descending.



WOLFGANG EDER

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AND EXPERT IN LEADERSHIP EFFECTIVENESS

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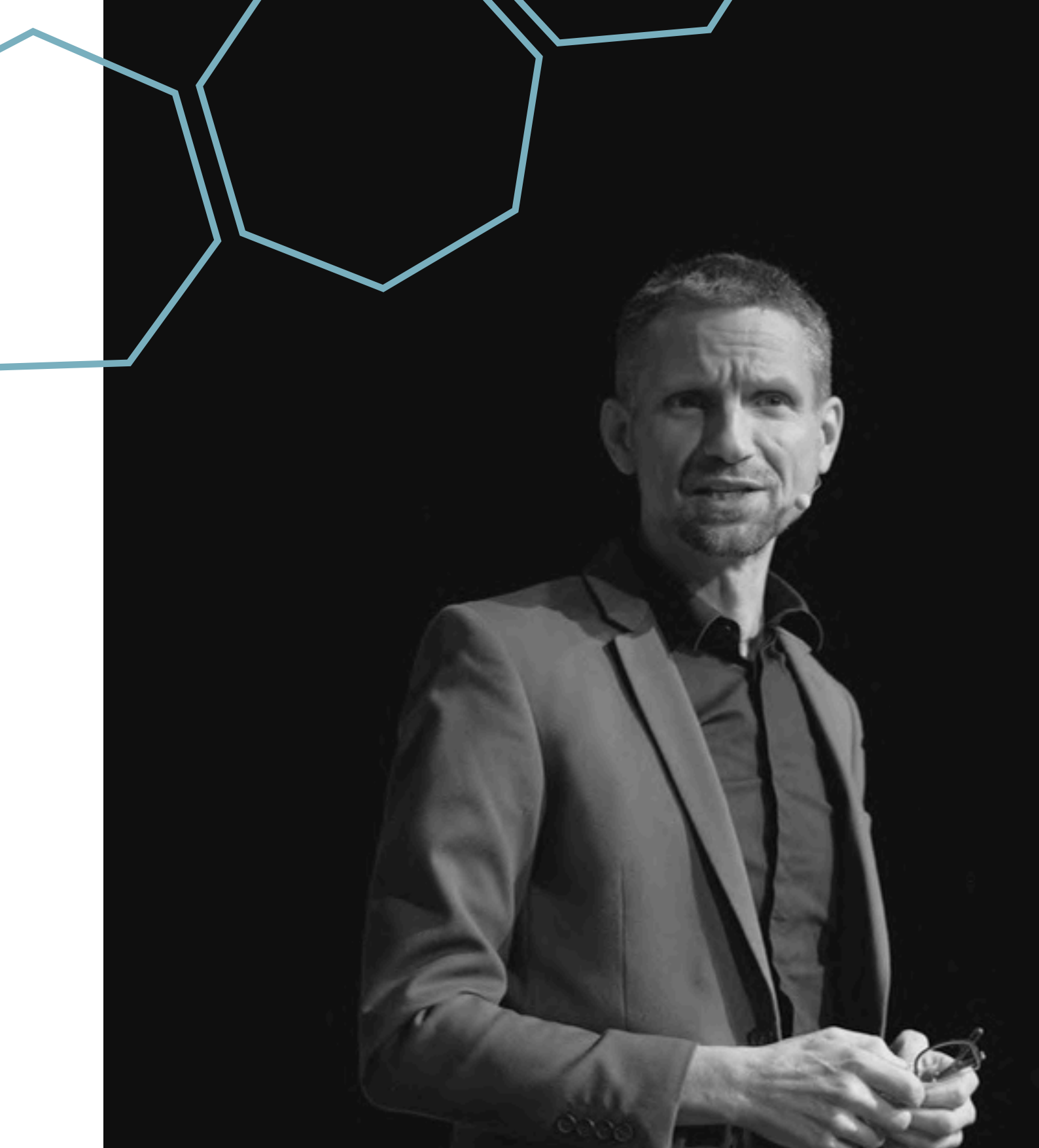


“HUMAN-AI-TEAMS, A VERY-NEAR FUTURE SCENARIO!”



To watch the full video, click on the image in the online version or scan this QR code.





WOLFGANG EDER IN NUMBERS



WHO IS WOLFGANG EDER?

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25
Years

Leadership-
Know-How

Sta

8.400
km

Customer Radius

44

Semesters

Teaching at the
university

3.400

Seminar
days

42.000

Encounters

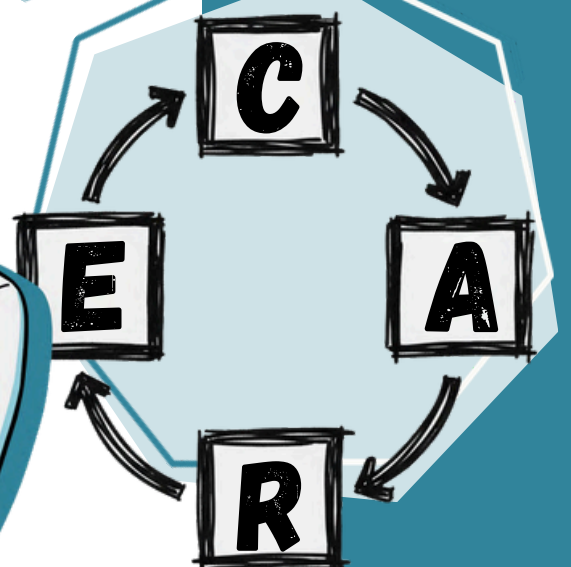
with people

2+1
start-ups

5+21
(virtual)
employees

5
Weeks
1
Book

200
Leadership
Tools



44

Semester

Teaching at the
university

Practice meets science

For over two decades in his university teaching, Wolfgang Eder imparts not only theoretical knowledge, but above all, practice-oriented skills that directly advance students' professional and personal development. Topics such as leading employees and teams, self-management, time and stress management, as well as social skills in dealing with AI, form the core of his current courses. Wolfgang Eder places particular emphasis on an innovative and interactive teaching approach. Through the use of live voting, online self-screenings, virtual whiteboards, blended learning and multiple AI tools,

a multimodal approach is created that seamlessly connects theory and practice, guaranteeing maximum learning success. Wolfgang Eder's teaching, however, goes beyond mere knowledge transfer. His goal is to empower students to shape the future. Personal responsibility, self-reflection, and critical thinking are central to his approach – meta-competencies that not only promote academic success but also have a lasting impact on professional practice. Thanks to his evidence-based methods, he successfully combines scientific foundations and practical skills into a unique learning experience.

VISIT WWW.EDER.CH

Leadership in a Changing World

Over 3,400 days in seminar rooms, event venues, and conference hotels, Wolfgang Eder has guided and inspired thousands of executives. With a unique blend of proven methods and innovative approaches, he ensures that leaders benefit sustainably from his seminars. His CARE model – Challenge, Advance, Respond, and Enjoy – provides a proven foundation, which he combines with current developments such as AI competence and AI-EQ. His events are not traditional seminars, but rather interactive learning environments. Live voting, online self-screenings, and virtual whiteboards ensure maximum participant engagement.

Participants not only gain practical tools for their daily leadership tasks, but also gain insights into their peer standing through interaction. One of his greatest strengths is his ability to address the evolving needs of leaders. As a thought leader, Wolfgang Eder anticipates new developments early on and helps his participants prepare not only for today's challenges, but also for those of tomorrow. Each of these 3,400 days represents practical, interactive, and sustainable development that inspires and empowers leaders across all industries.

3.400
Seminar
days

Diversity that connects

From China to Canada, across Europe and beyond: Wolfgang Eder coaches executives and teams worldwide. His client base spans 8,400 kilometers, reflecting the diversity of the companies, industries, and cultures he works with. Whether in manufacturing, the service sector, technology companies, or the public sector, leaders everywhere face similar challenges: leading teams successfully, shaping change, and helping to design the future.


International differences enrich his work, as they open up new perspectives on leadership and collaboration. Whether it's the use of AI in European corporations or team development in North American contexts.



8.400
km
Customer Radius

Whether it concerns companies or change management in Asian markets –

Wolfgang Eder adapts his methods to cultural and business contexts. He draws on proven models such as the CARE leadership principle and combines them with innovative learning formats that enable interactive and practical solutions. The wide range of clients and industries makes his work not only diverse but also particularly valuable. He brings together best practices from different markets, adapts proven concepts to new requirements, and supports companies worldwide in shaping leadership and collaboration for the future.



42.000
Encounters

Inspiration through diversity

In 42,000 encounters in workshops, seminars, and keynotes, Wolfgang Eder has worked with people from the most diverse industries and positions.

Each of these encounters is characterized by individual challenges, goals, and perspectives that not only help the participants develop but also continuously expand Wolfgang Eder's own understanding of leadership and communication. He appreciates the trust placed in him.

These shared experiences have shown him how important it is to address the specific needs of each individual while simultaneously setting impulses that have a long-term impact.

This diversity is particularly evident in his events. Live voting allows participants to actively contribute, provides insights into peer comparisons, and creates space for feedback. This fosters a dialogue that not only inspires but also initiates real change – both for the audience and for Wolfgang Eder himself. Every encounter contributes to a shared learning process built on mutual trust and openness.



25

Years

Leadership
Know-how

Individual & organizational leadership effectiveness

For over two decades, Wolfgang Eder has dedicated himself to the mission of empowering leaders on their journey with an approach that fosters sustainable change. During this time, the CARE model – Challenge, Advance, Respond and Enjoy – was developed. This comprehensive toolset, comprising nearly 200 practical tools, supports leaders in tackling complex challenges with a solution-oriented mindset. It is equally suitable for experienced executives and emerging leaders.

Suitable for executives and universally applicable. Wolfgang Eder brings a rare combination of scientific foundation and pragmatic application. His experience and expertise enable him to quickly develop solutions with his clients. In doing so, he creates an atmosphere of trust in which development and progress become possible. The effectiveness of his tools is evident across industries and regardless of company size.

Leadership is not a talent. Leadership is a craft.

And every craft needs the right tools. For over two decades, Wolfgang Eder has worked with top executives to develop their leadership effectiveness. During this time, a unique toolkit has emerged, containing more than 200 highly effective leadership tools, systematically developed, scientifically grounded, field-tested, and focused on effectiveness. The focus is not on a theoretical model, but on an intelligent set of tools that helps leaders act quickly, clearly, and effectively in complex situations. The tools follow the CARE cycle – Challenge, Advance, Respond

and Enjoy – and are designed to be used directly in everyday management. These leadership tools reduce complexity, create structure, and enable leadership skills to be developed "on the fly"—without relying solely on gut feeling or improvisation. This is precisely where their added value lies for decision-makers: to arrive at well-founded decisions more quickly and to make leadership effectiveness reproducible. This keeps teams and employees motivated, and the manager in control.



200
Leadership
Tools

Thinking further about effectiveness

Our world is designed for development. Everything grows. This logic applies to organizations just as much as to people. And it also applies to entrepreneurial activity.

Therefore, we are also expanding our expertise: As an expert in leadership effectiveness, Wolfgang Eder has learned over many years how people and organizations think, decide, and develop. We now apply this understanding specifically in the start-up EQ4.ai. There, we support leaders and organizations in not only using AI but also effectively integrating it into their work – at both the individual and organizational levels.

5+21
(virtual)
employees

The company is growing. Currently, five highly motivated and dedicated employees in the core team, together with Wolfgang Eder. At the same time, a consistent AI-first approach is being pursued. This means: The team is growing not only in terms of people, but also virtually.

Today, 21 virtual employees are already an integral part of daily work. These are AI systems with clearly defined roles, tasks, and responsibilities. They are specifically deployed according to their

2+1
Start-ups

With the ***Effective Leadership Academy – Certified Trainer Training creates a space in which experienced managers learn to become developers, mentors and multipliers of effective leadership – well-founded, practical and compatible with leadership in the age of AI.***

The “+1” is not a classic start-up:

It is a passion that inspires Wolfgang Eder and carries his message forward: as an entrepreneur, as a developer of leadership skills, and as a keynote speaker for effective leadership in a changing world.

Leadership reimaged

respective skills and work along clear structures.

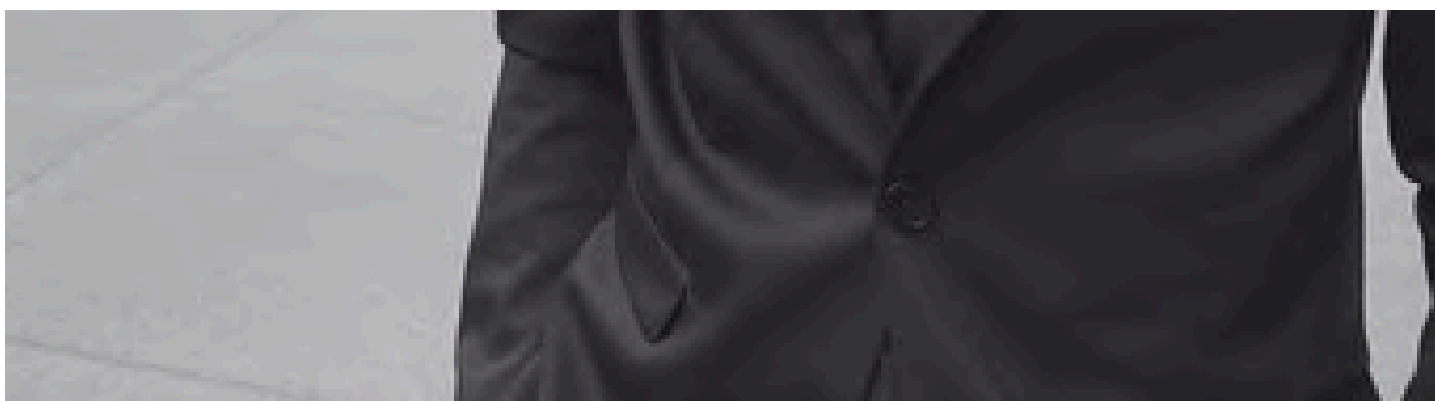
What applies to human employees also applies to virtual ones: clear expectations, targeted development, regular feedback, and shared successes. Therefore, the entire team – both human and virtual – is consistently managed according to the CARE control cycle.


This creates a hybrid team that combines efficiency with quality and enables new forms of collaboration.

The team is growing. Stay tuned.



PEOPLE HAPPY – CUSTOMER HAPPY – BOSS HAPPY – COMPANY HAPPY





LEADERSHIP EFFECTIVENESS IN THE 21ST CENTURY.



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HOW IS LEADERSHIP EFFECTIVENESS CREATED?

Good leadership takes time. Time for planning, deciding, managing, and guiding. Time for employees, for meetings, and for people-oriented leadership. Time for trust and for good relationships within the team, between employees and management.

of the manager. The basis for leadership success is therefore competence in action in the three essential areas: professional excellence, sound management know-how and socially competent leadership skills.



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How can excellent leadership be achieved? What enables high performance? How can job satisfaction and motivation be maintained sustainably? What constitutes the ideal team? How can strategic and entrepreneurial action be achieved? How can optimal communication be achieved without information overload? What do teams and organizations need to be effective? How can we ensure trust and satisfying relationships at work? How do we ensure

How do we foster innovation and a company-wide success mindset? Why is emotional intelligence (EQ) a key factor in the work process? How do we shape change?

You'll find the answers to these questions in Wolfgang Eder's proven Mind-Opener & Expert Sessions, Deep-Dive Workshops, and High-Impact Training. Action-oriented skills for executives and managers, proven thousands of times over.



**This is how effective
leadership is achieved!**

HIGHLY EFFECTIVE LEADERSHIP TOOLS

Over two and a half decades, we have developed a unique set of 200 effective leadership tools through thousands of leadership training and coaching sessions. These leadership tools represent the condensed leadership know-how of generations of leaders. They convey

Highly effective action competence. And they enable efficient and time-optimized leadership. With this field-tested set of methods, managers ensure their sustainable leadership effectiveness – regardless of industry, experience, or hierarchical level.

LEADERSHIP IN THE 21st CENTURY: LEADING WITH OR AGAINST AI!?

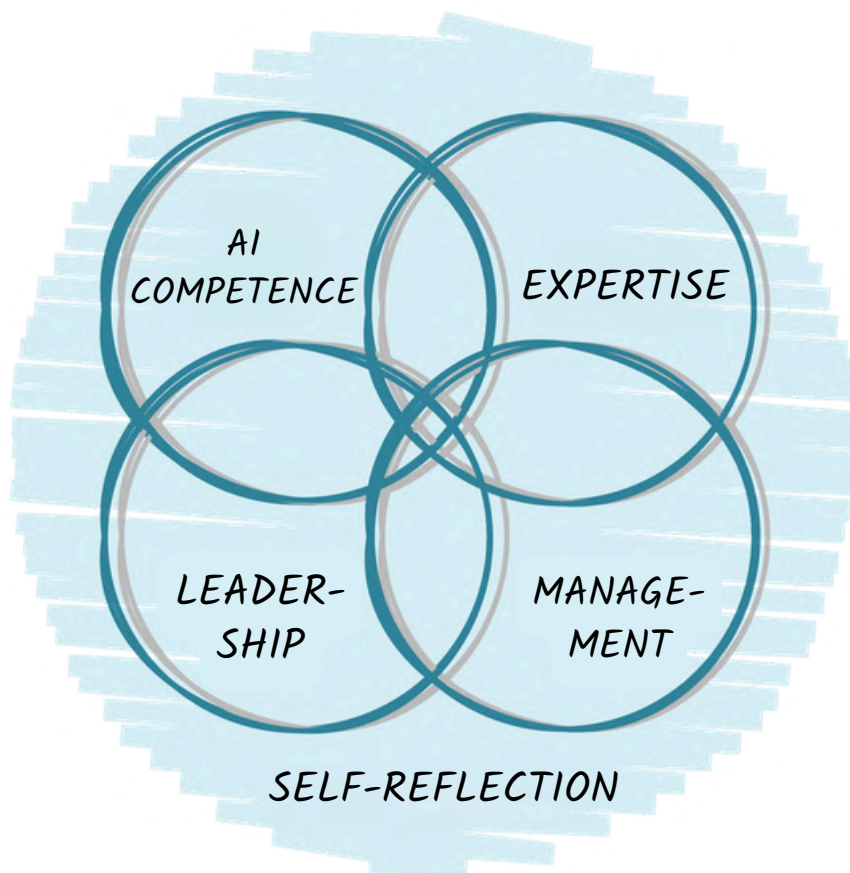
We are at the beginning of a new era. Artificial intelligence is taking over more and more complex tasks in daily business. Human-AI teams are the new workforce of the 21st century, enabling previously unimaginable levels of job satisfaction and productivity.

The questions that leaders, teams, and organizations now have to ask themselves are: Can AI replace us? Or will it make us more effective? Will human and artificial intelligence, in symbiosis, become the new superpower of the 21st century?

LEADERSHIP EFFECTIVENESS. AI ENABLED!

The leadership role of the 21st century needs to be redefined. Leaders face the challenge of forming, strategically managing, and effectively developing human-AI teams. In this new era, traditional leadership skills alone are no longer sufficient – AI expertise is becoming the key

qualification. AI know-how complements leadership competence. Leaders who understand how humans and AI can work together optimally can specifically enhance their strengths and anchor sustainable co-intelligence within the team and company.



Leadership effectiveness applied in



INDUSTRY



AUTOMOTIVE



UNIVERSITIES



PUBLIC SERVICE



HEALTH FACILITIES



**ARTS &
CULTURE**



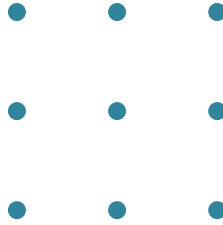
TRADE



**INNOVATION &
TECHNOLOGY**



**IT SERVICE
PROVIDER**



"I experienced Wolfgang Eder as an exceptionally intelligent and an upright partner in a transformation process that went far beyond classic coaching."

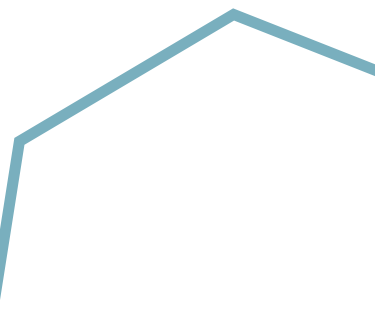
With strategic vision, deep understanding of human nature, and a keen sense for team dynamics, he guides change processes with clarity and substance, on equal footing. His ability to build bridges between people and technology, between cultural identity and the digital future, is particularly impressive.

Wolfgang understands how to open spaces where genuine development becomes possible for organizations, leaders, and teams alike.

I wholeheartedly recommend him to anyone who wants to not only manage transformation, but shape it with attitude and impact."



Dr. Petra Edler
VICE PRESIDENT HUMAN RESOURCES





MORE MOTIVATION AND PERFORMANCE IN THE TEAM WITH LESS EFFORT



WORK- SHOPS & MORE

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KEYNOTES



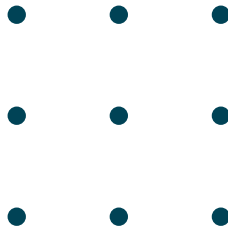
AI-EQ



WORKSHOPS



**ENTERPRISE AI
BLUEPRINT**



**Wolfgang can help you to reach the next step by teaching you the details and the connections to each other. He can guide you to understand the mega trends!
His long years' history with us in the business prove that he is a good business partner.**

Proven Expert, Wolfgang Sch.

MAR/24





CURRENT KEYNOTES AND MIND-OPENER SESSIONS

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WITH EMOTIONAL AND ARTIFICIAL INTELLIGENCE!

KEYNOTE SPEAKER

Wolfgang Eder specializes in leadership effectiveness (with or without AI), self-efficacy (with or without AI) and teaches social competence in dealing with AI at the University of Graz.

For almost three decades, he has served clients from industry, high-tech, science, art, and public administration in the EU, USA, and Asia.

Wolfgang Eder is an early adopter of AI and has studied it extensively.

He is engaged with future skills and expanded interaction with digital technology. Intra- and interpersonal competence in dealing with AI is important to him, both in order to understand himself and AI, and to manage his relationship with AI without being used by it.

Wolfgang is vegan, fascinated by longevity, and believes that a life without cats would be possible but pointless.

www.EQ4.ai





HUMAN-AI TEAMS

A very-near future scenario

The future is now. AI is radically changing our working world, taking over specialized tasks, and becoming ever more intelligent. Those who don't start integrating AI as a colleague in their work processes now risk gaining a powerful and increasingly sophisticated competitor. Human expertise and artificial intelligence together form an unbeatable team! We are witnessing the beginning of a

new era in which human-AI teams will achieve unprecedented levels of productivity.

The future lies in coexistence. Those who combine AI with human-emotional intelligence – we call this AIQ – hold the key to the superpower of the 21st century! Start now! Develop your AIQ and begin human-AI team building!

LEADING WITH OR AGAINST AI?

Why AI know-how is essential for managers!

The future of leadership is here – and artificial intelligence is the game changer. In this keynote, Wolfgang Eder shows why AI competence has become indispensable for managers and how leaders can leverage digitalization and AI as opportunities. From the basics – What is AI

and where is this journey headed? – all the way to its application in everyday leadership: Learn how AI, as a sparring partner and team member, makes the leadership process smarter and catapults teams to a new level of performance. Safety, ethics, and mindfulness are also key considerations.

AI COEXISTENCE OR COMPETITION

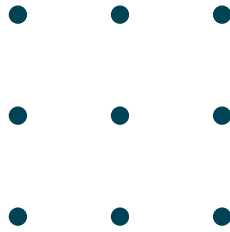
Why AI-EQ will soon be essential for everything

"Replaced by AI" or "Powered by AI"? "AI as a job killer" or will human competence and artificial intelligence become the superpower of the 21st century? Chat-GPT is today. What about tomorrow? The real revolution is only just beginning – and it will be huge. Very huge. AI is already reading human emotions with high-resolution cameras and ever-improving sensors.

AI interprets how we feel. This is how AI gets ever closer to our human capabilities. It's time for "AI-EQ." Enhanced competence in dealing with digital technology. Intra- and interpersonal competence in interacting with AI. To understand ourselves and AI. To manage our relationship with AI and not be used by it.



Keynote speaker with or without AI



AWARDED THE PLATINUM AWARD



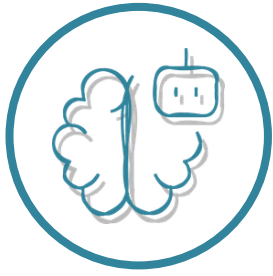
Photo: J. Bockey

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“My utmost respect, dear Wolfgang. What you're doing is sensational! For as long as I've known the market, people have longed to understand the future. And you make that understandable! I truly know no one who can convey it as competently and entertainingly as you!”

Hermann Scherer, Nov. 2025

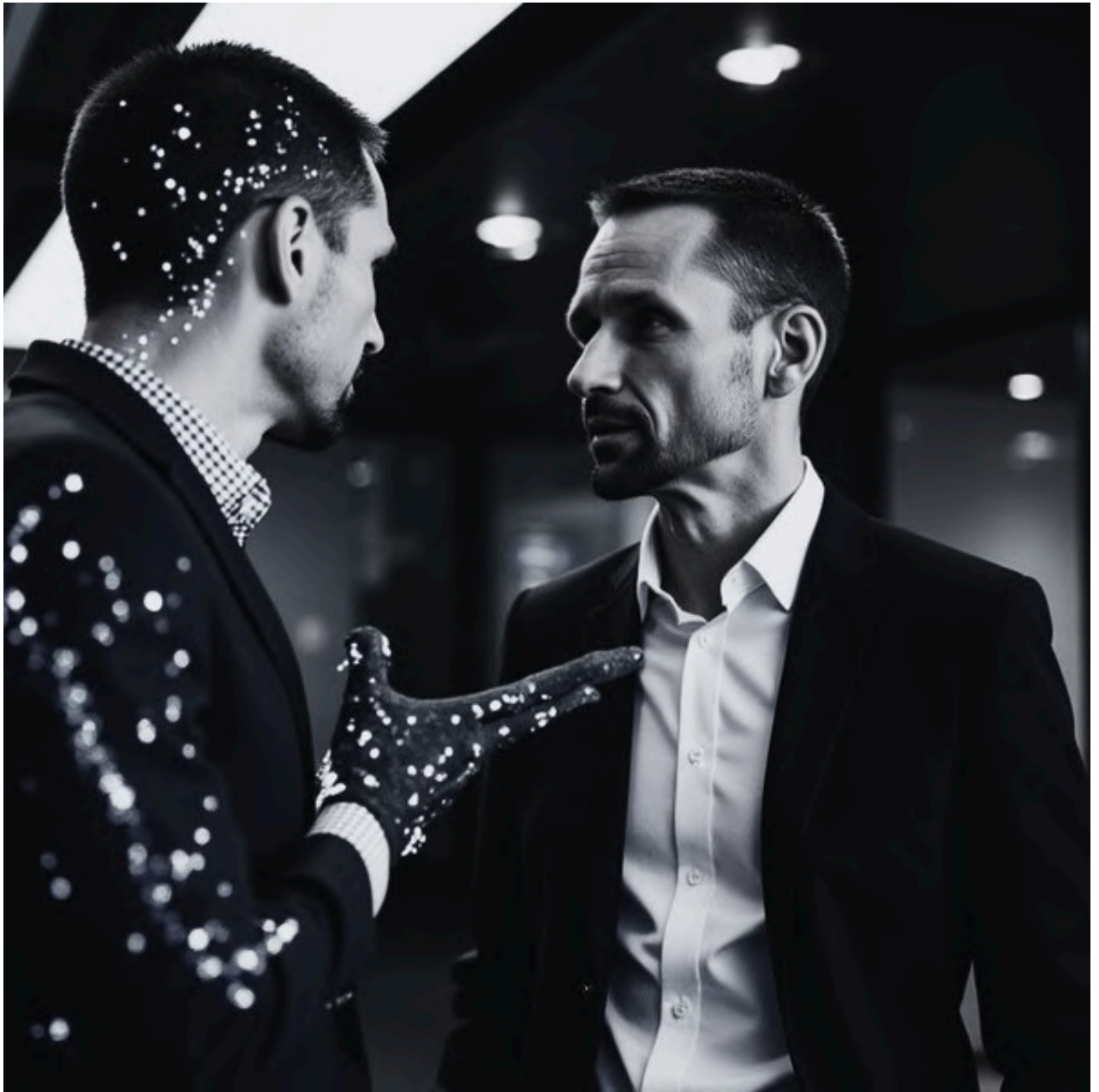




AI-EQ

AI is changing our working world

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QUESTIONS THAT 21ST-CENTURY LEADERS MUST ASK THEMSELVES.



POWERED BY AI

AI is changing the world of work. This change is happening quickly and comprehensively! Leaders must now begin to form and lead human-AI teams!



AI AS A JOB-KILLER?

AI will not replace me, but will enhance my efficiency and effectiveness.

The crucial point is that I don't see AI as a tool, but as an active part of my work process. For this, AI expertise is essential!



HUMAN-AI-SYMBIOSIS

AI as a management tool, virtual team member, or sparring partner is already in use. Intensive engagement with AI leadership ensures effective leadership!



NEW PRODUCTIVE FORCES

AI technologies influence the performance and competitiveness of organizations. Leaders must understand and be able to assess the opportunities and risks of AI.



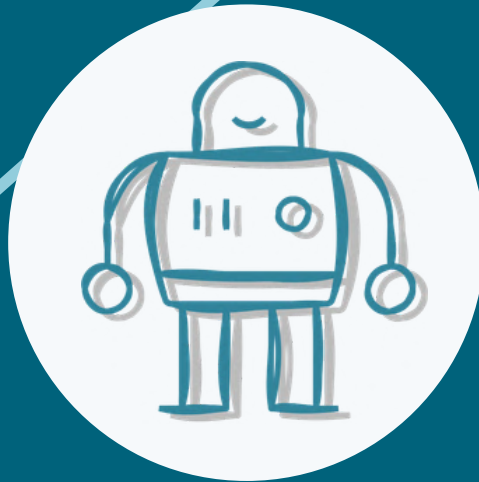
WORKSHOPS & DEEP-DIVE SESSIONS

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**LEADERSHIP
EFFECTIVENESS APPLIED**



**AI-COMPETENCIES &
AI-EQ**



FUTURE SKILLS & SELF-EFFICACY



LEADERSHIP EFFECTIVENESS APPLIED

How do we create a company-wide success mindset?

Highly effective leadership tools, deep-impact leadership, change workshops & more. How can excellent leadership be achieved? What enables high performance? How can job satisfaction and motivation be maintained sustainably? What is the ideal team? How can strategic and entrepreneurial action be successful? How does optimal communication work without information overload? What do teams & organizations need to be high-performing? How can we build trust and satisfaction?

How do we ensure positive relationships at work? How do we foster innovation and a company-wide success mindset? Why is emotional intelligence a key factor in the work process? How do we manage change? You'll find the answers to these questions in our proven Mind-Opener & Expert Sessions, Deep-Dive Workshops, and High-Impact Training. Action-oriented skills proven thousands of times over for executives and managers.

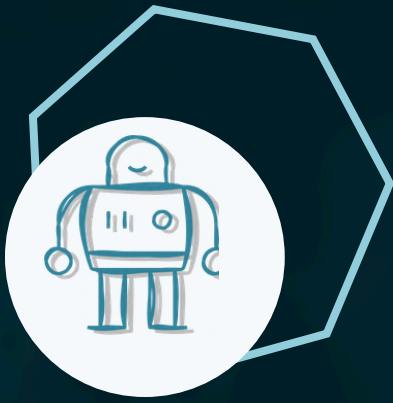
This is how effective leadership is achieved!



LEADERSHIP EFFECTIVENESS APPLIED

Workshops & Seminars

- **Leadership from the CARE – Tools of Leadership**
Proven leadership tools for greater effectiveness
- **Deep Impact Leadership**
Ensuring leadership quality – How to upgrade your leadership efficiency
- **Change Workshop**
Effectively manage and shape change
- **Effectiveness in team leadership**
What do teams need to be high-performing?
- **Positiv Leadership**
Performance, motivation and job satisfaction with positive energy
- **Agile Leadership**
A growth mindset leads to greater job satisfaction and high performance
- **Emotional Intelligence & Self-Awareness in the Leadership Process**
Understanding, managing, and using emotions as a leadership skill
- **Healthy Leadership**
Effectively shaping feedback within the team
- **Feedback culture as a leadership task**
Proven leadership tools for greater effectiveness
- **Self-efficacy as a leader**
Effective self-management for greater leadership success
- **Virtual Leadership / E-Leadership**
Successfully leading employees and teams in remote locations



LEADING WITH (OR AGAINST?) AI

Will human-AI teams become a superpower?

What is AI, what can it do, and what will it soon be able to do? Is AI here to stay? Does AI really make a difference? Is AI a job killer, or does it make us more efficient? Which AI skills are essential (individually and organizationally)? Why are human competence and artificial intelligence together the new superpower in business? What is the AI maturity level in our organization? Why is AI EQ the key competence of the 21st century? How can I further develop my intra- and interpersonal competence in dealing with AI? Am I (as a manager, expert, or employee), and are we as an organization ready to accept and integrate human-AI teams as part of our (future) workforce?

How do we establish AI? And how do we integrate AI into teams, processes, and the entire organizational value creation process? Are we vulnerable to "shadow AI"? (Are employees circumventing AI policies and guidelines by using unapproved AI tools to perform their own tasks more efficiently?) How do AI bots and agents work, and how can we develop them ourselves? If these questions resonate with you and you're looking for a state-of-the-art, 360° approach to AI competence, then our mind-opener and expert sessions, deep-dive workshops, and high-impact trainings offer a real AI EQ boost for employees, managers, and entrepreneurs.



AI COMPETENCIES & AI-EQ

Workshops & Seminars

- **Leading with (or against?) AI**
Why AI know-how is essential for executives
- **ExecutiveGPT – Efficient with AI for Leaders**
Impulse session on AI-supported leadership
- **Human - AI - Teambuilding**
Designing and successfully leading human-AI teams as the workforce of the 21st century
- **Social competence in dealing with AI**
AI-EQ = From AI use to relationship management with the AI counterpart
- **Efficient with AI**
Your performance boost for efficient business with AI
- **Self-management upgrade with AI**
Proven methods for greater focus, self-efficacy, and time efficiency with AI
- **SMART AI HACKS for executives**
What state-of-the-art AI hacks should I know as a leader?



FUTURE SKILLS & SELF-EFFICACY

360° self-management, proactive & focused work, performance without self-exploitation

How can self-management be successful (or what repeatedly causes it to fail)? What rhythms and habits lead to sustainable productivity? Why is willpower so essential, and how can it be "eaten" or trained during daily showering? What are the essential success factors for effective time management? Why are to-do lists often not that helpful?

Why are clarity of goal and role awareness prerequisites for successful prioritization? What is "focus" and why is the ability to focus more important than ever? How can we individually and

how can organizations effectively address systematic hypercommunication? Which biohacking and self-optimization methods are truly effective? Which future skills are the crucial enablers for personal and entrepreneurial agility? Why does mindfulness have more to do with concentration than with relaxation? What is the problem when our human "software" runs on a biological hardware version that is 110,000 years old due to evolution? How can stress prevention truly succeed, and what are the three essential key factors in stress management?



What is resilience? Why should we pay much more attention to our cortisol levels and the parasympathetic nervous system? Why is longevity much more than a trend?

For over 20 years, through our

proven and continuously refined Mind-Opener & Expert Sessions, Deep-Dive Workshops and High-Impact Trainings, we teach the skills that make a real difference for self-management, performance and healthy working!

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FUTURE SKILLS & SELF-EFFICACY

Workshops & Seminars

- **FUTURE.SKILLS.LAB**
A makerspace for the skills of the new work world.
- **EFFICIENT@HOME**
Working efficiently and productively from home
- **ALWAYS ON?**
Focused work in the age of systematic hypercommunication
- **Stress management & burnout prevention**
More resilience for everyday professional life
- **Self-Management Upgrade**
Three proven steps to greater effectiveness and efficiency



ENTERPRISE AI-BLUEPRINT

With the Enterprise AI Blueprint, we enable true AI expertise at both the individual and organizational levels: from strategy to implementation. This allows AI to be used effectively and successfully within your organization.

MORE
INFO

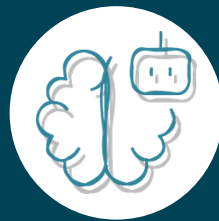




**CURRENT STATUS
EVALUATION**



**ENABLEMENT OF
SHAPING LEVELS**



**AI STRATEGY
BLUEPRINT**



**AI SOLUTION
IMPLEMENTATION**

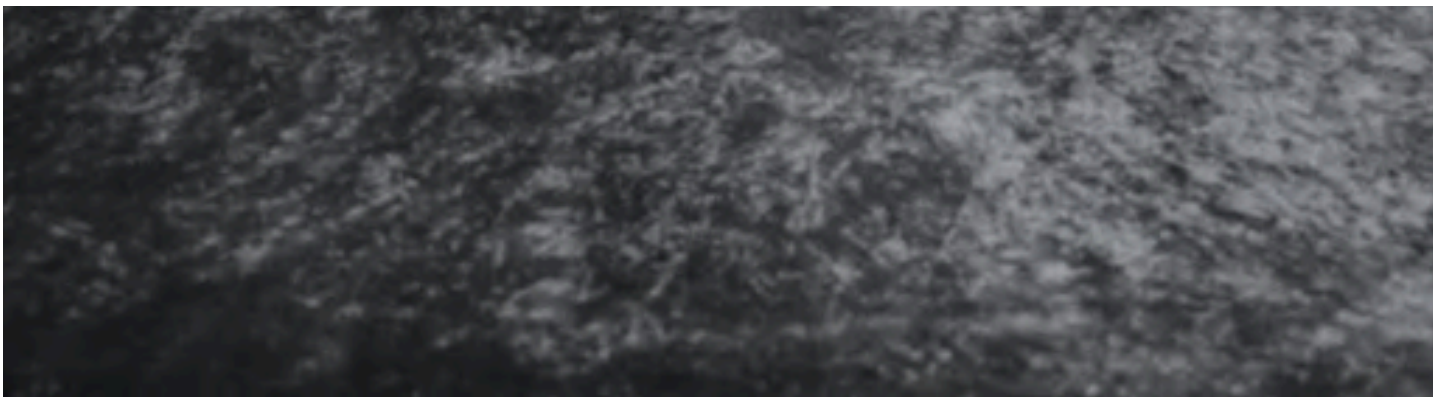
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Without a clear AI strategy and effective implementation, potential remains untapped, or even becomes a risk.

We'll gladly show you how to protect yourself from typical AI traps and how to start safely with full control.



EXPERT IN LEADERSHIP EFFECTIVENESS WITH AND WITHOUT AI



BOOKS, ARTICLES AND MEDIA

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VISIT WWW.EDER.CH

24 YEARS OF LEADERSHIP EXPERIENCE IN ONE BOOK

How can one lead effectively in complex organizations without burning out?

In his book "Effective Leadership!", Wolfgang Eder shows how managers can use tried-and-tested leadership tools

to sustainably improve their leadership effectiveness without burning out.

An indispensable book for anyone in a position of responsibility, from team leaders to top management.



With proven leadership tools and practical reflection questions

Book Excerpt

1. FUNDAMENTALS OF LEADERSHIP EFFECTIVENESS

1.1 WHAT IS 360-DEGREE LEADERSHIP EFFECTIVENESS? A CASE STUDY!

To better understand the topic of leadership effectiveness, let's look at the case of my client, whom I'm presenting here under the pseudonym Mr. Puschinger. At the time of my coaching, Mr. Puschinger was the branch manager of a large sporting goods chain. The branch he managed consistently delivered impressive figures and the highest sales per square meter for years, compared to the more than 40 other locations in the DACH region (Germany, Austria, and Switzerland).

Furthermore, customer satisfaction was excellent, which was reflected in a high percentage of repeat customers.

Everything seemed perfect, right? Mr. Puschinger assumed he was doing a great job as branch manager. But upon closer inspection, it became apparent that employee turnover at his branch was exceptionally high. After two years, the works council finally intervened, forcing the regional manager and the HR department to take action. Exit interviews and a company-wide anonymous employee survey were initiated. The results for Mr. Puschinger's branch were devastating: Although his branch performed exceptionally well in terms of sales figures and customer satisfaction, an alarming trend emerged regarding job satisfaction, intention-to-quit rate, and overall work motivation.

This case study illustrates a central question of leadership: How can leadership effectiveness be defined? Is it enough if sales figures and customer satisfaction are satisfactory? Or are aspects such as job satisfaction, team spirit, and company culture equally crucial?

Mr. Puschinger's leadership effectiveness must have been optimal, otherwise the team performance and sales in this branch would not have been so good, would they?

The results of the employee survey painted a more nuanced picture: Mr. Puschinger's branch was located in a region with a tight labor market. What Mr. Puschinger described as "team performance" was simply fear of job loss. Employees who had no other choice stayed; the rest left the company as soon as a new job opportunity presented itself. Mr. Puschinger's management style was described in exit interviews as extremely controlling, strict, demanding, and at times even choleric. In contrast, the branch manager presented a completely different person in his dealings with customers: friendly, eloquent, and highly persuasive, with an unwavering focus on customer satisfaction. He even regularly organized bike rides or skiing events – often outside of business hours – and expected his employees to be available for these activities without pay.

What are your thoughts on Mr. Puschinger's leadership effectiveness? Is he an effective leader?

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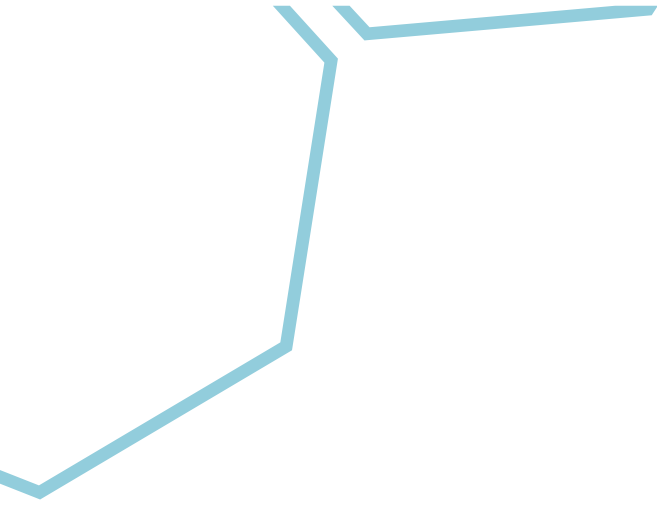
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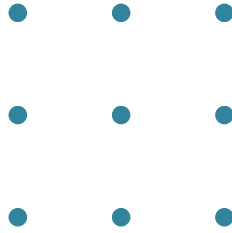


INTERNATIONALLY RECOGNIZED





VOICES FROM OUR CUSTOMERS



Silke W.

Wolfgang Eder and his Evolution GmbH have truly impressed me! The combination of in-depth expertise, innovative approaches, and a clearly structured methodology has made the collaboration a genuinely enriching experience. I find the professional yet personal support particularly impressive. It's evident that Wolfgang Eder and his team approach every project with passion and dedication to find individual and sustainable solutions.

Bettina R.

I can wholeheartedly recommend Wolfgang Eder Evolution GmbH and am grateful for the exceptionally good collaboration. Thank you very much for the inspiration and support!

Andrea K.

Wolfgang Eder is a brilliant presenter; he conveyed the content superbly and incorporated many practical examples, stimulating us as a group to reflect, discuss, and experiment. My expectations were far exceeded, thank you!

Claus H.

Hey Wolfgang! TOP WORKSHOP! That was the most insightful thing I've heard so far on the topic of AI and the 21st century workforce!

Katharina E.

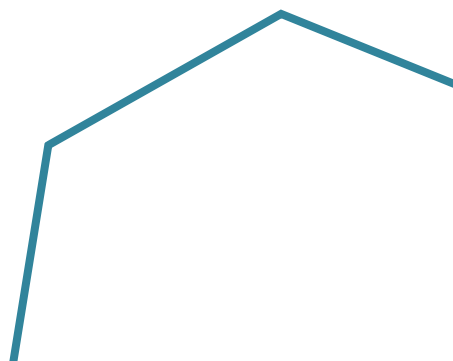
Wolfgang has a talent for conveying a lot of information in a very short time without becoming rushed or overwhelming anyone. I found the alternation between theory and discussion particularly valuable.

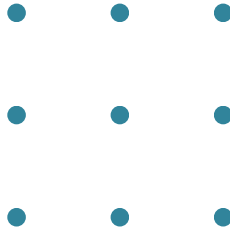
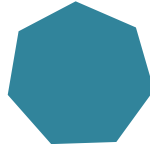
Julia B.

I can absolutely recommend Wolfgang Eder Evolution GmbH. I've been interested in AI for some time now, and the presentation was a real game-changer for me. Inspiring and engaging. Top-notch!

Martin A.

I was able to take away so many valuable tips that I'll certainly be busy implementing them for months to come. I can wholeheartedly recommend him!





Jürgen W.

Wolfgang Eder impresses with his clarity and his focus on the essentials. You can sense that, as an executive coach, he gives companies genuine impetus for development and growth.

I wish you continued success, Wolfgang!
Warm greetings from Aachen.

Impressive keynote at the event in N.Y., Wolfgang!

Respect - you won them all 🏆 Looking forward to next time and wishing you continued success.

Elke W.

You handled the challenging demands of the event with ease. Thanks to you, our event was highly effective, and you created a pleasant and respectful atmosphere. Thank you for that!

Robert S.

An impressive presentation on leadership effectiveness with AI and the connection between artificial and emotional intelligence in teams! The content was clear, inspiring, and thought-provoking. Perfect for anyone who wants to take modern leadership to the next level. Highly recommended – thank you for this valuable input!

Nicole K.

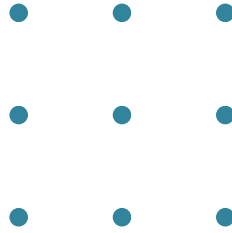
Wolfgang Eder impressively combines technological vision with human depth. His work at the intersection of artificial intelligence and emotional intelligence is not only groundbreaking but also practical, strategic, and incredibly inspiring. As a leader, speaker, and coach, he brings clarity to complex processes – and combines leadership skills with genuine humanity. Anyone who wants to rethink leadership cannot ignore Wolfgang.

Marion L.

Wolfgang Eder is a very likeable, extremely humane and honest coach who manages to create a wonderful atmosphere among all workshop participants; knowledge transfer is top-notch, I was constantly amazed.

Florian K.

His perspective brought a breath of fresh air to the discussion. I was impressed by his ability to explain complex topics clearly and engagingly at the same time. He inspired me to pursue new approaches in my work!



Sabine L.

It was a super exciting and interesting seminar from which I learned a great deal. There was also room for nuanced and stimulating discussions about the ethical and social responsibility of managers, as well as their role model effect regarding, for example, healthy work practices. These discussions added even more value to this already very interesting seminar.

Michael F .

Mr. Eder has succeeded in presenting a broad and in-depth topic like "Leading Teams" in an impressive and varied format combining theory and practice. In the end, one gains a significantly better understanding of the connections and also receives practical tools and methods that can be immediately applied in everyday work.

Julian E.

Wolfgang Eder is a true professional with years of experience and a high degree of personal empathy. He skillfully combines this with the decisiveness and determination necessary for the often tough business world. I can wholeheartedly recommend working with Mr. Eder!

Peter R.

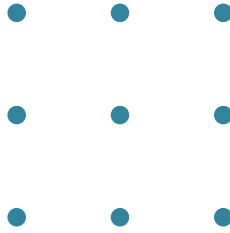
A very pleasant atmosphere with a highly competent introduction to complex topics. Mr. Eder has a way of interacting that makes it possible to openly discuss individual problem areas and find tailored solutions. His commitment and motivation are very supportive. The style of the discussion and presentation is also very engaging and didactically well-structured. I learned a great deal for myself and my future. I would gladly participate again!

Anton Sp.

Highly recommended – I have had only positive experiences with Wolfgang Eder so far!

The coaching, preparation/follow-up, and consulting are always of a very high standard, both on-site and remotely. Wolfgang is able to spontaneously present solutions, suggest new approaches, and communicate them clearly and realistically.

I learned a great deal about myself, my leadership skills, and leadership in general from him – thank you so much, dear Wolfgang!



Hermann S.

I've known Wolfgang for several years now as an expert on leadership effectiveness (with and without AI). His approach to human-AI collaboration is, in my view, unique. Rarely have I heard such well-founded, evidence-based, and simultaneously inspiring statements about the emerging revolution in human-AI collaboration in a keynote address as I did today. Thank you for these great insights, Wolfgang!

Katrin P.

The energy in New York was palpable – and Wolfgang Eder captured it perfectly. A talk that combined humor, real-life examples, and depth. The concept of AI-EQ left a lasting impression on me.

Birgit B.

Experiencing Wolfgang live is an event in itself. I have rarely heard anyone speak so passionately about leadership and, above all, leadership effectiveness. Highly recommended.

Ingrid S.

Wolfgang Eder connects technological progress with human behavior patterns in a way that's both humorous and deeply relevant. Highly recommended!

Huriye B.

Wolfgang understands the effectiveness of leadership down to the smallest detail. As a proven expert, he clearly explains what truly matters. Whether with AI support or traditional methods – he shows you the right path. His insights are concrete, actionable, and deliver results.

I would definitely recommend Wolfgang.

Brigitte L.

Absolutely recommended!! Wolfgang, with his incredibly eloquent and charismatic style and his extremely comprehensive knowledge, manages to generate interest and enthusiasm for implementation and further development in the field of leadership. We can truly say that since beginning our leadership journey with Wolfgang, we have experienced a noticeable improvement in leadership skills, which is a great benefit for the entire company. With Wolfgang, you always have a professional by your side who provides support in every way related to the world of work. Best decision ever :)



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