

Great Team Spirit, Terrific Enthusiasm and a Lot of Inspiration

One month ago, the official starting shot was fired for the 'Grow' high potentials initiative. In a two-day kickoff, the participants got to know each other, exchanged their experiences and perspectives, and took home new ideas for their daily work.

Christine von Breitenbuch, Head of Sales of Messe München Locations, finds the overarching exchange with colleagues from China and India particularly exciting: "The opportunity to network with each other worldwide, to be able to further develop both ourselves and Messe München, is unique."

The two event days were characterized by team spirit: "The strong cohesion and the infectious dynamics within the group were truly tangible. It is very inspiring for us to be able to establish something new together here," says Yana Karpova, Regional Sales Assistant.



Management, the organization and project team, and the 20 participants of *Grow*

Focus on virtual learning formats

But how is it going to continue now after the two-day event?

By the end of December, the participants will put together their own personal development plan, thereby setting their own development priorities. Starting in 2020, the virtual coaching world will be on for four months: via the "Coach Hub" platform, high-potentials will be able to participate in individual online coaching sessions on topics such as "Grow as a Person" or "Inspire as a Leader". In addition, all participants will be provided access to the multilingual online learning world of *LinkedIn Learning* for one year.

One highlight is certainly the "Executive Chat" format, i.e. one-on-one sessions with an executive member. This "virtual fireside chat" is designed to enable a casual dialogue between *Grow* participants and the top management. "Our program is increasingly taking place online. This not only means enormous flexibility and independence, but also offers the opportunity to involve our international colleagues as much as possible in a direct exchange", says Bettina Merkle, Head of HR Development.

From virtual to the real world

In addition to personal development measures, supporting a social project is an integral part of the program. From integration work with refugees to reading sponsorships for disadvantaged children—there are no limits for the participants to make meaningful use of their skills. The measure also contributes to strengthening the Corporate Social Responsibility (CSR) activities of Messe München. In this context, Messe München has also been supporting the volunteer work of its employees since the beginning of 2019.

See you again in Munich

There will be a second get-together for the *Grow* team in one year. In October 2020, all high-potentials will meet again in Munich. "I am already looking forward to the next event and find out about the personal experiences and impressions of my colleagues," says Sky Hong, Project Director at MM Shanghai.

A brief event review and exciting first-hand insights of the kickoff can be viewed here:

[\[Video\]](#)

Impressions of the event:

