

# DRAMA TRIANGLE & CREATOR MODE

Leading without drama - with clarity, responsibility and impact



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## How the concept helps?

We juggle **complex relationships** every day: with customers, colleagues and teams, often losing time, energy and nerves in dramas big and small. Often without consciously realising it, we get caught up in **roles, that sabotage cooperation**: Sometimes we feel unjustly attacked, sometimes we challenge others ourselves. As leaders, we often believe we have to deliver solutions quickly - and wear ourselves out in the process, while our teams fail to grow into **true responsibility**.

But there is a way out! Together we discover how the Drama Triangle unconsciously controls us and how we can find a completely new, more productive **dynamic** by switching to the **Creator Mode**.

Core content that we explore:

- **The three roles in the Drama Triangle:** *Victim, Villain* and *Hero* - unconscious patterns that sabotage our thoughts and actions at work.
- **The shift to Creator Mode:** moving away from reactive patterns towards radical responsibility - developing solutions together as *Creator, Coach* and *Challenger*.
- **Empowerment in everyday life:** tools for conscious leadership, appreciative relationships and solution-orientated collaboration.



Those who recognise what is really happening - with themselves and in the team - gain a **new perspective** like through new glasses and genuine **creative freedom**. This creates a **leadership culture** that leads to clarity, personal responsibility and sustainable success.

## Why our customers are so convinced of this concept?

This concept is **hands-on, pragmatic, highly suitable for everyday life**. Equipped with a pinch of **humor** it lovingly invites us to catch ourselves in harmful patterns and to act with radical responsibility.

This internationally successful management concept is now increasingly finding its way into the **German-speaking business world**. We think so: Rightly so! - and are therefore writing a German-language **practical book** on the Drama Triangle in 2025. We are combining elements of this 'new glasses' with our **many years of experience** from working with various organisations.

**Leadership Expeditions**  
www.leadership-expeditions.com



Dr. Karolin Helbig



Dr. Wiebke Stegh



Dr. Isabel von Korff

## What we offer?

Our most popular format for this transformative is a **2 x 2 hour online workshop**. This workshop is suitable for open groups as well as for existing teams.

Learn more about us and find out how we have **successfully** implemented this concept in larger transformation processes within client projects. Of course, we tailor the format to your individual needs.

**Contact: [guides@leadership-expeditions.com](mailto:guides@leadership-expeditions.com)**

# PSYCHOLOGICAL SAFETY IN ACTION

Empowering teams, fueling innovation, and enabling sustainable high-performance



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## Why Psychological Safety makes the difference

Every day, we have to make decisions, collaborate, and tackle challenges. But how often do we hold back—afraid to admit mistakes or voice unpopular opinions? In many organizations, a culture of fear stifles innovation, weakens collaboration, and leads to suboptimal decisions.

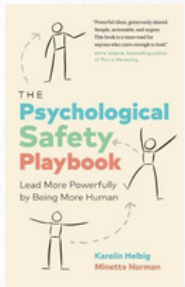
Psychological Safety is a real **game-changer**: It creates an environment where **people feel safe** to share ideas, ask questions, and see mistakes as learning opportunities. Research shows that teams with high Psychological Safety are more **productive, innovative, and successful**.

## Psychological Safety is key for high-performance

Many teams operate well below their potential. In meetings, only a few dominate, innovative ideas remain unsaid, mistakes are not shared, and feedback is held back. By fostering a culture of Psychological Safety, teams can unlock their collective creativity and adapt to change more quickly. **It empowers everyone to contribute fully** and tackle complex problems with confidence. These teams are agile, resilient, and unafraid to fail forward. The result? A collaborative culture that drives **exceptional performance and continuous growth**.

*“When people feel safe, they speak up, take risks, and bring their best ideas to the table. Psychological safety is the foundation of a high-performing team.”*  
—Amy C. Edmondson

## 5 practical ways to build Psychological Safety



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- **Communicate Courageously:** Admit you don't know, share your feelings, laugh at yourself
- **Master the Art of Listening:** Listen to understand (not to respond) and address the feelings you hear
- **Manage Your Reactions:** Know your triggers, pause & breathe, model non-defensive reactions
- **Embrace Risk and Failure:** Reframe failures as learning opportunities, reward (don't punish) risk taking
- **Design Inclusive Rituals:** Upgrade your meetings, no interruptions, time-boxed turn-taking

Psychological safety isn't just theory—it's something that everyone can **foster daily** while collaborating with others. Based on the award-winning Playbook, we explore five practical ways to build Psychological Safety. In our workshops & learning journeys, we support teams to turn these five plays into **tangible action**.

## Why our clients love this approach

Psychological Safety isn't just a buzzword, a one-time HR initiative, or a passing trend. It's a lived experience—where teams achieve greater **success** while finding deeper **connection** and **fulfillment** in their work.

Psychological Safety shows up in everyday actions: how we speak, listen, navigate emotions, handle setbacks, and run meetings. These **practical habits** apply to everyone, from leaders to team members. And we all feel the difference: every voice is valued, ideas thrive, and setbacks turn into opportunities for growth.

## Leadership Expeditions

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## How we support you

From interactive keynotes to long-term leadership support, we tailor our approach to your needs.

Our offerings include:

- **2-hour Online Sessions** – Introduction, overview & first steps
- **Full-Day Deep Dives** – Interactive & playful, developing actionable team commitments
- **Learning Journeys for Teams & Leaders** – Sustainable habit building over time

Let's find the best way to boost Psychological Safety in your organization. Get in touch!

# THE ART OF GROWTH

Fostering personal growth and confidence sourcing from fundamental concepts about the creative human mind



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## Essential mindsets for the Art of Growth: Our Interpretation

From a business perspective, engaging with our creative human mind isn't just a 'nice to have'—it's **THE KEY** to overcoming challenges in an ever-changing, uncertain world. Evolution has equipped us to **navigate uncertainty**, but unlocking this potential requires the right mindsets. By doing so, we can create innovative solutions, build confident and calm teams, and lead with clarity.

For us, the key ingredients for mastering the Art of Growth are:

**(1) Deliberately creating a calm state of mind:** Research shows that focusing on positive emotions and the respective language, such as hope, vision and compassion, enhances personal growth, creativity, and long-term change—while excessive attention to negative emotions and language, like fear and stress, can inhibit our progress and well-being.

**(2) Adopting a Growth Mindset:** Growth Mindset is the belief that abilities and intelligence can be developed through effort, learning, and persistence—and are not fixed or given (i.e. so-called Fixed Mindset). Leaders with a Growth Mindset nurture continuous learning, adaptability, and innovation—essential qualities for thriving in a rapidly changing and challenging world.

**(3) Embracing an innate-goodness attitude:** Recognizing human kindness and cooperation as fundamental traits can transform our perspective on life. Growing research supports this view, challenging outdated assumptions about human nature. By embracing this mindset, we deepen our connections with ourselves and others, reinforcing and expanding our capacity for trust, empathy, and lifelong personal growth.

## Why our clients love this approach

Our clients love our interpretation of the Art of Growth because it requires no further training or costly tools. Instead, it taps into their innate creative minds and lived experiences, making it both practical and transformative for their organizations.

**Using what is already there** enables them to:

- Feel **confident** and **connected** to embrace future challenges—and deal internally with ongoing uncertainty in the outer world
- Rely on the **power of our human creative mind**—independent of the current issues and situations at hand
- Release the feeling of helplessness and stuckness—**gaining trust** in their own **possibilities** of influencing a situation
- Show **stronger leadership** and support their teams—by role-modeling confidence, balance and stability in times of turbulence



**“Less is more.”**  
**“Growth is a lifelong commitment.”**  
**“Love is a transformational tool”.**  
—Our guiding principles  
at Leadership Expeditions

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## How we support you

We help cultivate the Art of Growth across all levels of your organization through:

- **Keynotes:** Inspirational talks that introduce the concept and spark change.
- **Workshops:** Interactive, hands-on sessions to explore the concepts behind the Art of Growth.
- **Leadership Expeditions:** Longer-term journeys with bite-sized nuggets and peer learning.

Discover our tailored programs to help your organization thrive and grow in a changing world.