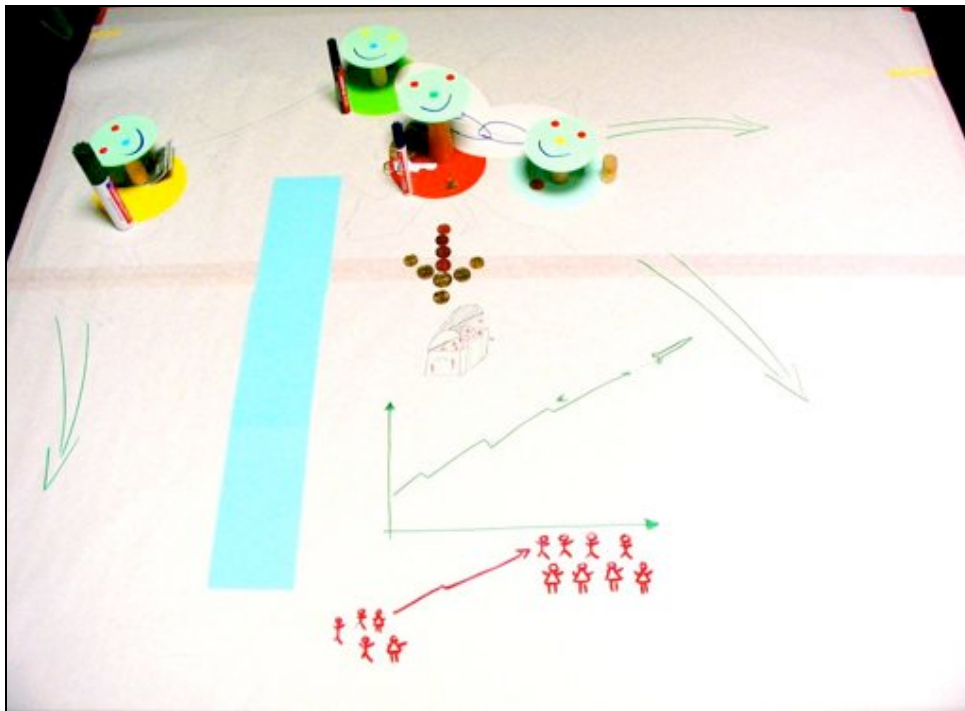


- Consultancy: Processes of Transformation
- Coaching and Teambuilding
- Cultural Integration

One-to-one Coaching

Personal clarity in challenging professional situations and in changing roles



The initial situation:

Today executive personnel in particular are subject to extreme demands. Problems can occur which are difficult to cope with both on a professional and personal level. Here it is important to maintain orientation to essentials and to know ones own standpoint or to define it anew.

- Consultancy: Processes of Transformation
- Coaching and Teambuilding
- Cultural Integration

Examples:

- a newly extended function / leadership role
- the responsibility for a particularly demanding project
- conflict situations with co-workers, superiors or other departments
- coming to rights with a new culture as in the case of expatriation, impatriation or leading or being a member of an international team
- the personal definition of position at a critical point of ones professional development
- difficult executive decisions to painful cuts

The answer

In such and similar situations coaching as temporary individual accompaniment has proven itself effective. Here it is possible to deal with individual requirements far better than in leadership training. The aim is to assist the manager / executive to successfully deal with a concrete issue in a series of confidential conversations. Whereby the initial question of the manager or executive can become modified, limited or expanded in the course of the coaching. An external consultant with appropriate qualifications and experience takes over the role as coach.



Answer from a coachee (expatriate) to the question:

“Please draw a picture showing your role as an interface between your organisational system and your personal system”

The procedure / steps:

1. Clarification of aims inside the company

Regardless of whether the initiative for a coaching comes from a co-worker or a superior; a conversation between both takes place at the beginning. Often one of the two approaches a representative of Human Resources. Many companies have set up their own rules for internal clarification with regard to coaching.

- Consultancy: Processes of Transformation
- Coaching and Teambuilding
- Cultural Integration

2. Clarification of assignments executive/superior/personal development and coach

The future coachee, the superior or the Human Resources approach a coach. An initial meeting between those involved takes place. If there is agreement concerning aims, methods, organisation and financial framework – and if the chemistry is good – the coaching can begin.

3. Carrying out the coaching

Coach and coachee meet for a series of private talks, generally for two to three hour units. The content of the coaching remains confidential between the coachee and the coach. They agree who, when, how is informed about work results or included.



4. Conclusion and evaluation

The coaching ends after a last agreed coaching unit with a final talk between the coachee and the superior. If desired the coach and the representative of Human Resources can be asked to attend. The results are mutually evaluated by means of the initially agreed aims from the respective points of view. If required further coaching units or other measures can be arranged.

The result

Managers / executives and co-workers, who ..

- improve their leadership abilities due to clearer communication, self-confident manner and transparent aims - also in a multicultural context.
- deal more responsibly with resources that surround their co-workers and the company
- maintain a good balance between their professional and private life
- can lead complex projects over difficult terrain
- make well thought through and considered decisions for their professional and personal development

Our clients in the field of one-to-one coaching (eg)

2000 to 2011 we have coached in an international context clients of: AFC, AHT, Caritas international, CS CAM, Cognis, Deutsche Bahn, EADS Airbus, EADS Astrium Satellites, EADS Systems & Defence, EuroAirport Basel-Mulhouse-Freiburg, Fraunhofer-Institut, Friedrich-Ebert-Stiftung, GTZ, Infineon, Lafarge, Peugeot, SaarForst, Sirona Dental Systems, SNCF