

Management performance. How managers succeed

The target group.

Systemic individual coaching is aimed at managers wishing to enhance or optimize their management skills in concrete situations.

Your situation.

You are seeking a tailor-made opportunity to enhance your bearing or individual management tools given concrete reasons or with regard to particular aspects. You wish to fine-tune your skills along active and very systematic lines in consultation with an experienced interlocutor. Or you wish to conduct a self-test during the course of normal activities and review and revise your conduct and tackle new challenges. You are highly motivated for the purposes of achieving progression and pondering your development. You are aiming to attain the best possible results.

Our task.

In the first instance we will hold a preliminary discussion in an informal atmosphere without any obligation. We will become acquainted and you will inform us of your concern as candidly as possible. We will jointly elaborate the objective, which will encompass milestones and a timeframe. At the conclusion of the process we will review the quality of the results which have been achieved. In this fashion you will acquire some understanding of your personal learning style and will also become cognizant of the best means of achieving self-development in the future.

The methods.

Observations, role-play, constellations, flipchart, mind map, analyses of your own activities, metaphor tasks, structural and organizational constellations, theory input, background to individual management tools, insight into up-to-the-minute scientific findings.

A selection of the contents.

- > Permanently enhancing your own **management style**
- > Identifying and developing your own **resources**
- > Organizing your own **area of responsibility**
- > Perceptibly enhancing your own **communication skills**
- > Accompanying, managing and pondering **change processes**
- > Handling **stress** in a more calm and collected fashion
- > Permanently resolving **behavioural patterns** identified as problematic
- > Receiving **feedback** in complex decision-making processes
- > Consciously applying **time management and self-management**
- > Elaborating your own **vision**
- > Successfully and serenely implementing **measures**
- > Systematically developing and implementing your own **strategies**
- > **Everything** which facilitates your personal business advancement

The costs, the timeframe.

Coaching sessions can be held at short notice and selectively. For the purpose of lasting leadership and management development you should plan for a period of between three and twelve months. During this period we will meet once or twice a month for two to four hours.

Systematically addressing individual topics and making provision for approximately five sessions for this purpose each lasting two to four hours has proved a worthwhile approach.

We invoice fees monthly or as per arrangement. We utilize daily rates, in which connection a day equates to a full eight hours. For a senior business or an executive coach you should allow for a fee of between Euro 1800.00 and Euro 3000.00 per day plus value-added tax and any travelling expenses which are incurred.

The dates.

As per mutual arrangement.

Our terms and conditions of participation.

You should be responsive to new concepts, different viewpoints and your own development. Good mental health. Coaching is no substitute for psychological therapy. Should you have any particular questions or insecurity issues please do not hesitate to contact us.

Your withdrawal right.

You may discontinue the coaching process at any time. We will then invoice the activities which have actually been performed. Following consultation with you we will invoice any separate expenditure which is incurred in consequence of hotel or travel reservations which can no longer be cancelled.

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