

Managing transition. Organizing career development and change efficiently

The target group.

Top level executives.

Your situation.

You are set to embark upon a new task which is greater in scope, more complex or simply different than your current task. You attach a great deal of importance to good performance: You wish to become familiarized with this new task quickly, present the correct results in a short space of time and keep the frictional losses stemming from the change to this new post as low as possible. But also those in your private life: your career is important to you and, in the final analysis, what is at stake is the successful management of this phase. Are the areas in which you can (and should) present some initial results promptly evident to you? Where do you have some breathing space, in other words, where is it necessary for you to tackle issues more slowly and differently? Clarify priorities. Heed your own feelings and pay attention to manifest signals emanating from the outside. Whatever is at issue, with a clear-headed interlocutor you will manage this transitional phase far more efficiently, you will have an opportunity to acquire a clearer view. The time which is invested will pay dividends. Give it a whirl.

Our task.

A preliminary discussion without any obligation will clarify the essential purpose of the collaboration. You will subsequently prepare a commission for us which may pertain to personal discussions, telephone calls or specific events. A lakeside stroll is not suitable for everything, though it is sometimes preferable to a conference or an office discussion.

The methods.

Observations, role-play, feedback, interviews, analogue interventions, visualization techniques, symbolic and structural constellations, process analyses, paradoxical interventions.

A selection of the contents.

- > Separating **important from urgent issues**
- > **Clarifying objectives** – yours and your manager's
- > Achieving the **set objectives** in the shortest possible space of time
- > Bearing in mind **quick wins** for the initial phase
- > Feedback within **complex and strange situations**
- > **Shadow day** – joint assessment and decision-making support
- > Reviewing **strategies and courses of action** in terms of the clarity of their objectives
- > Developing or reviewing **visions** for the new task
- > Systematically undertaking the **next step** at the company
- > Resolving unclear and entangled **structures, procedures, organizations**
- > Preparing or tackling **change processes**, clarifications in this regard
- > Assembling and bolstering your **own team**
- > Developing and systematically stabilizing **support**

The costs, the timeframe.

Every commission constitutes an individual arrangement. We issue invoices on the basis of daily rates plus value-added tax. Depending on the background of the coach, you should allow for Euro 1800.00 to Euro 3000.00 per day. We understand a day to encompass a full eight hours.

If any travel is necessary you will be invoiced the costs which are incurred accordingly.

The dates.

Individually as per arrangement. This may equally involve a three-day closed session or supervision over the course of half or a full year accompanied by a basic subject.

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, in particular, invoice any separate expenditure which can no longer be reversed.

Please also note our General Terms and Conditions of Business.

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