

good or  
inspiring?

# Coaching

## Goals and benefits

Coaching supports people in **dealing with complex situations in the work environment** successfully. Our mpw coaches offer professional support based on their skills, their broad management experience and their expert knowledge. This helps the coachee focus on the essentials, to achieve clarity and to approach work-related questions systematically and in a solution-oriented way.

### Coaching can be helpful in the following situations:

- Individual guidance and counselling for dealing with new or demanding challenges from the professional environment
- Questions about life balance, reactions to stress, dealing with conflicts at work, etc.
- Discourse with professional sparring partners with a comprehensive understanding of leadership issues
- Developing the capacity for self-knowledge and self-reflection
- Expanding awareness of the impact of behaviours both in collaboration and in leadership work at all levels

## Methods and contents

As guides and sparring partners, our mpw coaches adapt individually to the needs of the coachees and adopt a process-oriented approach. They create an atmosphere of mutual trust and switch between sympathy on a personal level and distance and a more encompassing perspective. This makes it possible to view problems and causes from a more holistic perspective and to find concrete and practical approaches to solutions.

Our coaches offer a broad repertoire of reflection- and behaviour-oriented methods that they can apply flexibly.

In coaching we work with various highly resource-oriented approaches, including the following:

- The GROW model designed by John Whitmore
- The Solution Focused approach developed by Steve de Shazer
- The Systemic Approach
- Transaction analysis methods
- The Behaviour-oriented Approach, e.g. with practice-related training sequences

The focus of our coaching is on your professional and personal development.

## Overview of mpw coaching

Coaching for employees and technical specialists	Leadership coaching	Executive coaching
<ul style="list-style-type: none"> <li>• Reflection on how one deals with personally challenging situations</li> <li>• Optimize the personal work style, increasing efficiency, managing time sensibly</li> <li>• Leading from below, lateral leadership</li> <li>• Dissatisfaction and fatigue symptoms at the workplace</li> <li>• Interacting effectively, persuading others of the merits of your own ideas</li> </ul>	<ul style="list-style-type: none"> <li>• Concrete questions regarding one's own leadership work (e.g. delegating, dealing with demanding employees, adapting leadership style to the situation).</li> <li>• Taking on a first or new leadership role (e.g. as a new team, project or division head)</li> <li>• Dealing with new leadership role expectations (e.g. change or realignment of strategy)</li> <li>• Conducting conversations effectively, active listening, leading meetings purposefully, convincing effectively</li> <li>• Moderating and managing conflicts</li> </ul>	<ul style="list-style-type: none"> <li>• Gain confidence when dealing with strategic and business issues</li> <li>• Reflection on complex negotiation situations and stakeholder management</li> <li>• Organisational and team development skills in demanding committees</li> <li>• Reflection on one's own management style and development leadership skills</li> <li>• Strengthening personal impact and appearance on C level</li> <li>• Optimising interaction with various stakeholder groups</li> <li>• Steering and sustainable establishment of change projects</li> </ul>

### Customised and flexible

We will clarify questions and objectives in an initial telephone conversation or personal meeting. At the same time, this gives you the opportunity to get to know the coach(es) before you decide on individual support. Subsequently, the exact procedure as well as the type and duration of the cooperation will be agreed upon in a detailed personal meeting.

Each process step is designed with the coachee's questions in mind. From the newly gained insights, further concrete points are discussed with the coachee and implemented.

A coaching session is limited in time and usually comprises four to six sessions of two hours each at intervals of about 14 days. When the coaching period ends, an analysis of the current situation is made and the further procedure for a sustainable transfer into everyday life is worked out.

### Face-to-face or remote

Our coachings are conducted either on our premises or as an entirely remote solution. Furthermore, the combination of online and on-site sections facilitates a very flexible design to meet your needs.

### Languages

German, English, French, Italian