

Coaching

Coaching aims to enable coachees to develop and implement topics and changes that have been selected by themselves or agreed with clients. The goal is to improve performance, manage new tasks and support decisions. The person's attitude, role, function and behavior are also taken into account in a coaching process. Depending on the field of activity and mission, the emphasis is more on psychosocial skills or more on the themes of organizational development (culture, structure and strategy).

Contract partners in coaching are principals, supervisors or the coachee him- or herself. The contract specifies the content of the consultation sessions, objectives, methods, contracting parties' services and the form of feedback. All parties must be involved, in particular the heads of internal groups or teams and individuals.

Forms

Individual coaching:

Possible content includes:

- Clarification and design of role and function
- Preparing to take over (new?) functions in organizations
- Addressing actual needs
- Self-management and burnout prevention
- Further development of personal resources
- Tackling stress and conflicts
- Personal and professional development topics

Executive coaching:

In coaching for managers, the emphasis is on clarifying the specific personal role and its development in the context of tasks, employees and organization, taking into account strategies, resources and culture.

Team coaching :

Team coaching or team development should support the joint completion of activities and mastery of change so that cooperation leads to a mutual goal. Often it is a question of understanding the opinions of others better, being able to deal with tensions and developing constructive approaches as a team in the context of the organization.

Learning coaching:

Specific questions concerning strategies and working methods are examined with the coachee to enable successful learning processes.