



Problemtalk creates problems.  
Solutiontalk creates solutions.

(Steve deShazer)

# Coaching



## Main Topics

- Role and Decision-making Conflicts
- Navigating Change Processes
- Dealing with Overload and Crisis Situations
- Preparing for Professional Challenges
- Enhancement of Leadership and other Competencies
- Identifying Professional and Personal Goals and Roles
- Career Coaching and Professional Re-orientation
- (Stereo-)typically Female: Specific Challenges for Women in Leadership

## Procedure

The first, **non-binding** consultation with the coachee (usually by phone) allows us to get to know each other and clarify the terms. This initial meeting is free of charge.

A **detailed briefing** follows, where you learn about my working methods and I find out more about you and your topic.

The **coaching sessions** are scheduled regularly, approximately every 4-6 weeks, and typically last about 2 hours.

The coaching process concludes with a structured final session, where you reflect on your personal key takeaways – optionally with your employer included (see box).



Coaching programmes are often initiated and financed by the employer. In these cases, a three-way agreement is usually made between the client (e.g. the manager), the coachee, and the coach. This agreement helps clarify expectations, responsibilities, and practical details such as the intended scope and timeline of the coaching.

