

## CONSULTING AND COACHING

We would be honoured to accompany you and your company on the basis of a holistic approach. Consultations and coaching can be divided into variable phases, which we would like to briefly introduce to you.

### Phase 1 -> Introductions

Rough presentation of the initial situation by the client  
Definition of goals and cooperation; tasks, procedure and modalities

### Phase 2 -> Reality and orientation

Analysis of the client's ideas (target and perceptual state)  
Analysis of the situation (actual state)

### Phase 3 -> Clarification

Concept development  
Analysis of problem areas  
Definition of strengths and weaknesses  
Clarification of opportunities and risks  
Definition of areas of intervention  
Specification of the approach  
Briefing and confrontation with reality  
Documentation



### Phase 4 -> Reorientation and implementation

Implementation of the goals  
Involvement in the company if required  
Support, coordination and timing  
Training and control

### Phase 5 -> Final consultation

Reflection on the process  
Introduction of corrective measures  
Documentation

**Phase 6 -> Accompanying counselling**

Start of a coaching phase  
Time-phased assessment of accompanying counselling

Of course, the measures listed here are always adapted to the current situation.  
Some areas are dropped, others are added.



**Success components**

Short-term assignment possible  
No loss of time  
Selection of expert advisors  
Compilation of internal knowledge and external know-how  
Accompaniment by coordinators and moderation by an external consultant  
Rapid implementation of results  
Facilitator accompanies the transition from reacting to acting  
Reduction of hierarchies