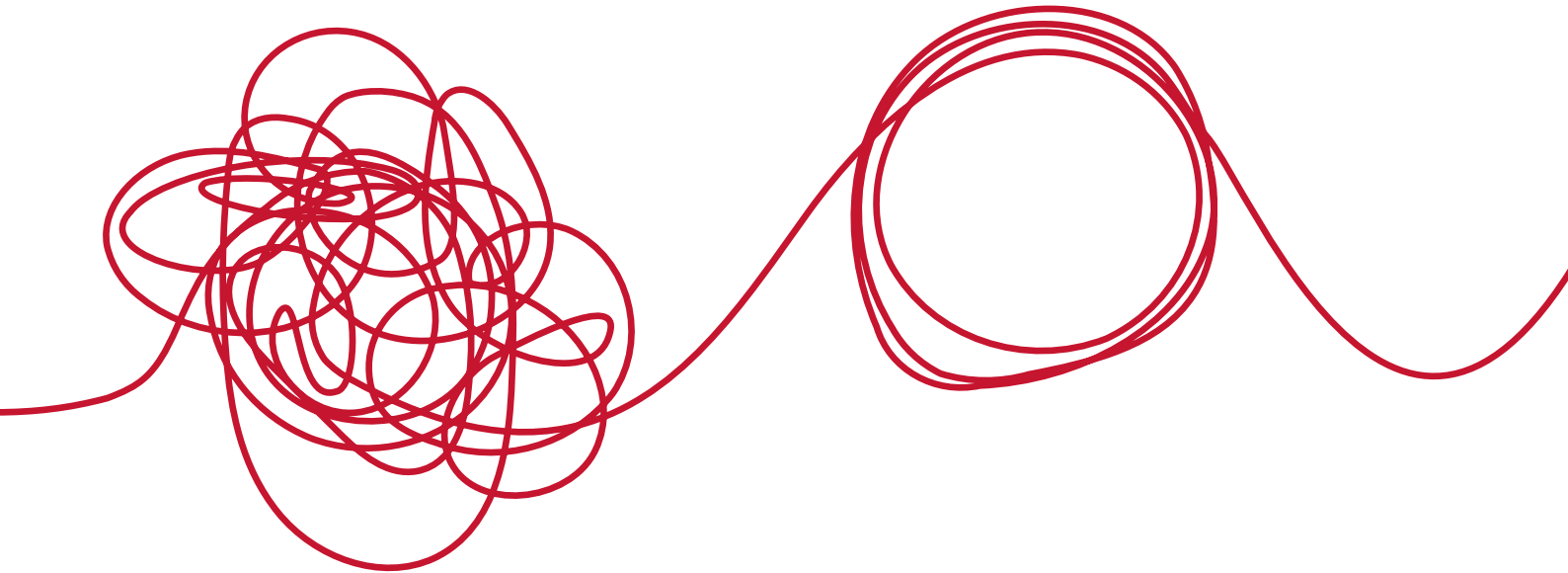


COACHING

Assistance for **self-control**

Kalusche
Consulting **k**



Coaching

The goal of coaching is to strengthen your ability to act and make decisions in a professional context with numerous specialized requirements.

Your specific needs become the focus of our attention to develop suitable and individual solutions.

Coaching is a solution and goal-oriented consulting instrument that accompanies managers and people with high project responsibility with clearly defined thematic and time frames.

Together we focus on the essentials.

Coaching is suitable for you if you:

- want to gain confidence in your leadership role.
- want to strengthen your personality as a leader.
- wish to be accompanied in challenging projects (TransitionCoaching).
- want to develop your leadership skills in special (difficult) situations such as giving feedback, praising, criticizing, etc.
- want professional and discreet support for stress and burnout.

We offer you several distinct types of coaching.



BusinessCoaching



RunningCoaching®



CoachingOnDemand®



NaturCoaching

FOR A VARIETY OF PERSPECTIVES



BusinessCoaching

Activate your complete performance potential with our BusinessCoaching. Our experienced coaches accompany you along the entire process with trust and sincerity.

Together, we develop individual strategies for concrete challenges and test them conceptually.

BusinessCoaching is suitable for you if you want to build confidence in your leadership role or for your personal development as a manager. We accompany you during challenging projects (TransitionCoaching) and support you during your transition from a specialist to a leader.

We also offer succession planning and support for changes in leadership (LeadershipChangeCoaching).

Target group

Experienced managers with a lot of project responsibility and a clearly defined framework (thematically and timewise).

The idea

- **Solution and goal-oriented** – consulting for more diversity of perspectives
- **Strengthening** – in dealing with complex requirements in the professional environment
- **Constructiv** – work on clearly defined goals with the inclusion of all resources
- **Perfect fit** – Development of individualized solutions and strategies for your specific challenges
- **Practical relevance** – Responsibility for implementation always remains with the coachee

6 – 10 sessions, 3 – 4 hours each

(additional sessions for extra in-between sessions with adjusted scope if necessary).

Method

- Bespoke, inquisitive, inspiring, attentive.
- Development of concrete objectives at the start of every session.
- Constructive solution orientation throughout the whole process.
- Development of different options for action involving all the coachee's resources.
- Direct professional implementation by the coachee.



COACHING IN MOTION: 1 COACHEE – 4 COACHES

RunningCoaching®

You have an individual personality, individual interests, and individual challenges – just like our coaches.

Within the framework of individual career coaching, we offer a setting in which the coachee is accompanied by alternating coaches during their orientation phase.

In the individual coaching phases, the distinct qualities of the coaches assigned come into play in a precisely fitting way, creating a variety of perspectives which provides you with a holistic view.

The RunningCoaching® format is very well suited for initial or new professional orientation and for people re-entering the workforce.

Target group

People in initial professional orientation such as graduates or young professionals. Furthermore, people who are thinking about a job change within and outside their current company as well as re-entrants (such as parental leave, illness, or sabbatical).

The idea

- **Multi-perspective** – 1 coachee – 4 coaches
- **Individual** – as are the working methods of each coach
- **Interdisciplinary** – different topics and focal points from each coach
- **Goal-oriented** – we accompany the coachee during the orientation phase with alternating coaches

Method

- Making use of diversity – you get a choice of several coaches who support your needs in a targeted way.
- Diverse repertoire of know-how from different personalities as well as their perspectives and methods.
- **Two-phase model:**
 - Phase 1:** Free thinking by the client.
 - Phase 2:** Formulation of goals and derivation of a concrete plan of action for analysis and position determination, as well as identification of career opportunities (pointing out realistic future prospects).

VIRTUAL COACHING ON DEMAND



CoachingOnDemand®

Fast and direct help for your specific challenges.

Due to the short cycle of the sessions at CoachingOnDemand®, you receive direct reflection and can immediately adjust and optimize your actions.

Target group

Managers of all stripes who need immediate support through individual tasks with a clearly defined thematic framework.

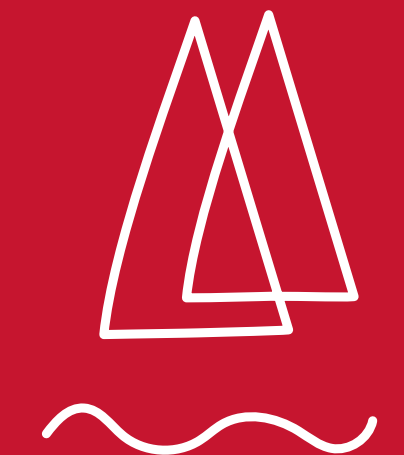
The idea

- **Immediate** – concrete approaches to solutions, high everyday relevance
- **Practical** – direct applicability
- **Virtual** – implementation via all common tools
- **Fast** – pragmatic, immediate help
- **Short** – easy to integrate into your daily activities

Method

- Virtual and direct help for your specific challenges.
- Small interventions for direct application in your day-to-day business.
- Short timing of the sessions allows for immediate reflection, adjustments and optimization.

One hour per session in a virtual setting.



COACHING RETHOUGHT

NaturCoaching

Fresh air, space to feel good, and room for keeping necessary distance – nature offers it all.

NatureCoaching is well suited to gain security in the management role or to further develop one's personality as a leader, detached from everyday stressors.

In addition, NatureCoaching is a great change of perspective and format from BusinessCoaching with the motto: **together we see things differently, think differently, and do differently.**

Also considered in NatureCoaching is the topic-change from a specialist to a leader (Onboarding-Coaching) and support for changes in leadership.

Target group

Managers of all stripes with a clearly defined framework (thematically, timewise, and spatially).

The idea

- **Free** – from the usual themes and environments
- **Detached** – from day-to-day business
- **Moving** – to create new ideas
- **Calm** – as a space for finding balance
- **Spacious** – for the necessary distance
- **Flexible** – in subject matter and methodology

Method

- Consciously working away from the usual work environment.
- Breaking away from existing structures, habitual thought patterns, and familiar content.
- Working with everything that nature offers: **Activity and tranquility; light and shadow.**

Individually agreed number of sessions with 3 – 4 hours each.

WE MAKE THE ESSENTIAL VISIBLE.

We accompany people and organizations within complex change processes ...

- **In systemic loops**, we elaborate target-oriented solutions, with sustainable implementation.
- **From planning to implementation**, we work closely with our partners and actively involve stakeholders.
- **We are your contact person** from the executive level to operation's management and provide support for self-management.
- **We reduce complexity** by applying a structured approach that enables us to provide security and ease in the stressful turmoil of change.

... and in doing so we take the following areas into account



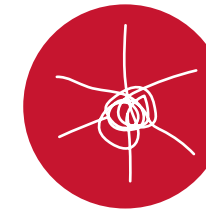
Change Management

For safety and ease in times of change.



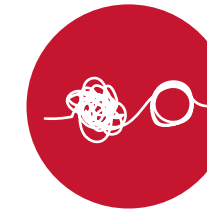
Leadership Excellence

For a leadership style that puts values and goals into everyday practice.



Team Development

With workshops to create a new culture of cooperation.



Coaching

Support for self-management in complex situations.

„The work was always topic-focused and solution-oriented! I really appreciate Sonja Kalusche's wealth of experience. There are no ,games' here.“

ppa. Natalia Schindler, Dr. C. SOLDAN

“A focused coaching method dealing with the important issues. A pragmatic and solution-oriented approach through a wide range of experience. I always left with something concrete.”

Frank Bader, Dana

Kalusche Consulting stands by your side as your responsible partner

- Since 2003 experience in management consulting
- Strategic, conceptual and organizational, expertise in complex change management processes
- Our team of consultants unites different specialist disciplines
- Sophisticated and proven organizational development programs in multiple languages
- Company headquarters in the center of Nuremberg

„Sonja Kalusche's high level of objectivity represented a clear added value for me. This strengthened the relationship of trust and led to a trusting but at the same time open to criticism relationship when working together.“

Hagen Ruhland, N-ERGIE

“Sonja Kalusche has successfully supported us in numerous change projects for many years. I especially appreciate her ability to give perfectly timed and targeted ideas without letting herself be in the foreground. I have not experienced this balance anywhere else.”

Dr. Oliver Koch, Schaeffler

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