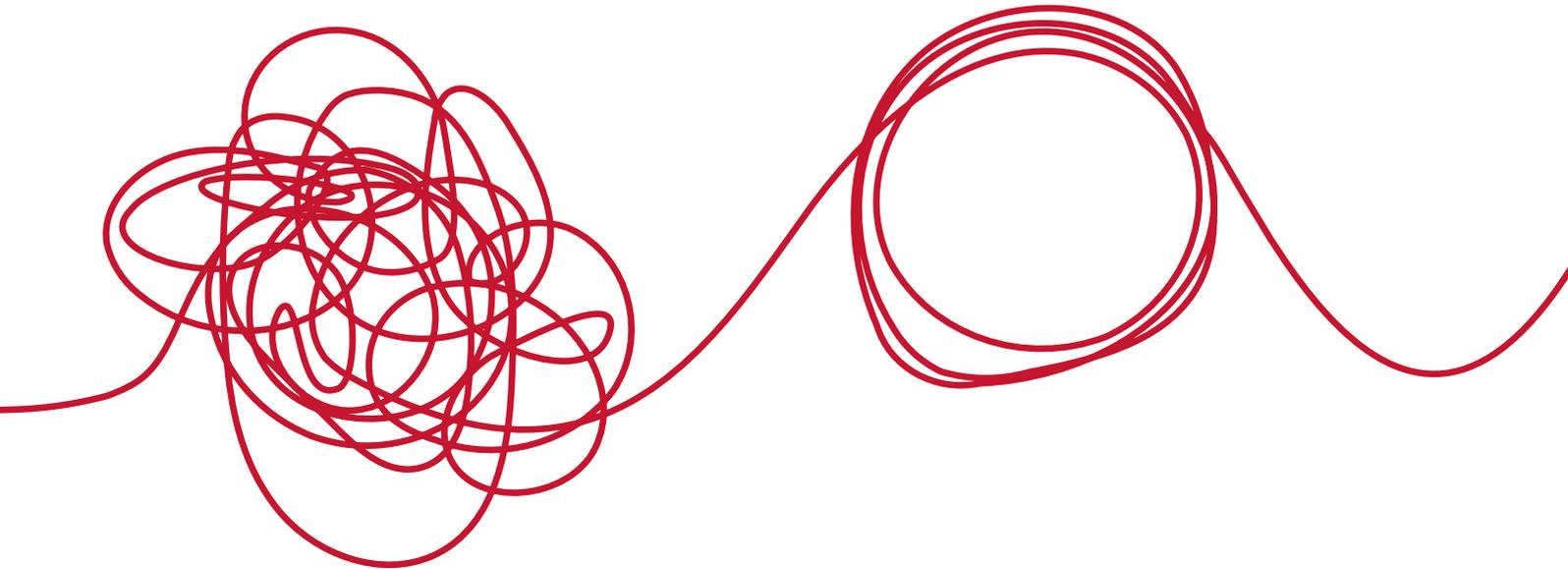


# COACHING

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.

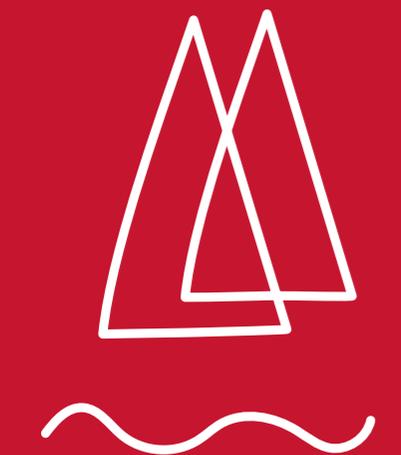
### **The idea**

- **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 tranquillity; 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.



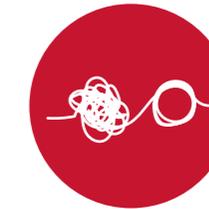
### Leadership Excellence

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

## **Kalusche Consulting GmbH**

Äußere Sulzbacher Straße 118  
90491 Nuremberg

Phone +49 911 928 798 30

Fax +49 911 928 798 34

[info@kalusche-consulting.de](mailto:info@kalusche-consulting.de)

[www.kalusche-consulting.de](http://www.kalusche-consulting.de)