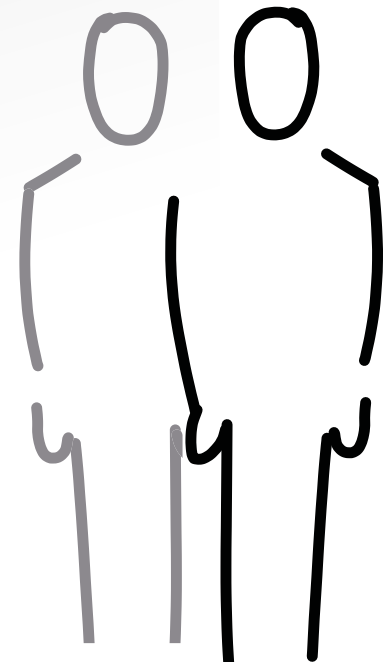


INTEGRAL COACHING

VIABLE DYNAMICS



”

I ONCE KNEW A LITTLE BOY IN ENGLAND WHO ASKED HIS FATHER: “DO FATHERS ALWAYS KNOW MORE THAN THEIR SONS?” AND THE FATHER SAID: “YES, OF COURSE.” THE NEXT QUESTION WAS: “DADDY, WHO INVENTED THE STEAM ENGINE?” AND THE FATHER SAID: “JAMES WATTS.” THEN THE SON, AFTER SOME REFLECTION SAID: “BUT THEN WHY DIDN’T JAMES WATT’S FATHER INVENT IT?”

From: “Steps to an Ecology of Mind” by Gregory Bateson

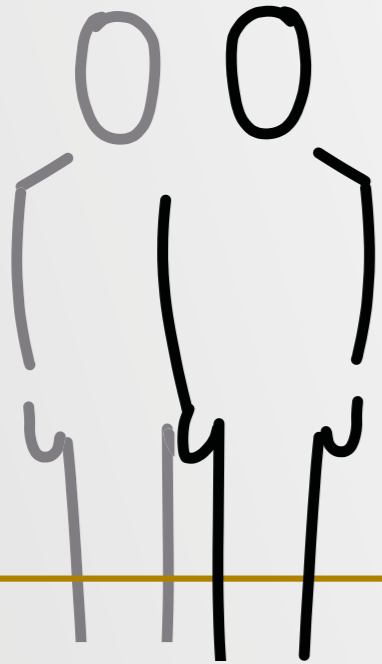
WHY COACHING?

Probably the most important reason for seeking coaching is a lack of clear feedback about one’s own behaviour, which can result in an unrealistic self-image, difficulties with strategic and professional orientation, blind spots, and all the problems that result (such as lack of a clear vision of the future, vague strategies, lifeless goals, leadership problems, conflicts, career standstill, lack of motivation, burnout, a drop in performance, and much more).

Very few board members and managing directors have an environment that gives them unvarnished feedback on their actions in an honest and clear form. Coaching also helps to clarify your own questions and thoughts. A supported and structured approach strengthens your resources and confidence in your own ability to act so you can shape the future in a lively and meaningful way.

THE FORMS

We offer you a variety of tailor-made coaching formats, e.g.:



EXECUTIVE COACHING /BUSINESS COACHING

for executives, board members,
management or leadership teams
to get a new and fresh perspective
on a problem area

SPARRING PARTNERSHIP

for a forward-thinking mindset or
leadership topics of your choice

SHORT-TERM COACHING

on an important topic
(5-7 sessions over 4 months or
up to 10 sessions over 6 months)

SPRINT COACHING

for urgent and pressing
topics, and those requiring
quick attention

HALF-DAY OR ALL-DAY COACHING

to work intensively on a topic
and achieve targeted results

OUR PRINCIPLES

1

COACHING IS INTERACTIVE

Coaching is not about one-side work and talk while the other side just passively listens. Successful coaching requires intensive collaboration between coach and client.

2

COACHING IS PROCESS-ORIENTED

The aim of coaching is not to present ready-made solutions or to mould a client's problem into suitable templates. A good coach accompanies and supports the process of finding a solution. They enable the client to find their own individual path and to develop suitable strategies.

3

COACHING IS NEUTRAL

The coach should not pursue their own goals or want to steer their client in a certain direction. The coaching should be as neutral and independent as possible so the client can question their own views and develop ideas.

4

COACHING IS EQUAL

Coaching should take place at the level of peers and not convey a feeling of different hierarchies. The coach does not stand above the client, but shoulder to shoulder directly at their side. Productive coaching develops into a dialogue in which the coach asks questions, follows up and listens carefully.

5

COACHING IS VOLUNTARY

Coaching must be done on a voluntary basis and be motivated by the client. If coaching is forced on you or carried out only reluctantly, there is a high probability that it will not be successful.

LOCATION

We can work with you here at Chiemsee, or at your company, in a hotel, in nature, in a theatre ... or digitally via zoom, or some combination of these.

PRICE

The question should actually be: How much does it cost not to have coaching these days? What would your concern, problem, goal cost in one, three or five years if you made a decision without a reflective, supportive and impartial external perspective? We have a base price per hour. We have seen that the most pragmatic and sensible approach is to be supported over a clearly defined period of time with defined goals in a booked package (4, 8, 18 hours, etc.). Real change doesn't happen overnight. Things that are new and different need to be practiced; it is a constant process. The best way to find out how many hours makes sense for you is in a free, non-binding discussion.

Viable Dynamics GmbH assumes no liability for personal injury or damage to property, in particular claims for recourse due to self-inflicted accidents or damage are excluded.

VIABLE DYNAMICS INTEGRAL DEVELOPMENT

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