

## **Executive-Coaching, Top-Management-Consulting, Conflict Mediation**

Coaching is a powerful instrument to support and empower you in your current or defined career and to set the course for change. Transformational processes in companies, conflicts in teams, market disruptions as well as digitizing and globalization issues cause attitudes and action plans to stay successful. We gladly assist you by coaching and/or shadowing, to clarify visions and goals, to build up strategy and action plans and to realize them within your individual timeline. We offer coachings for individuals, teams, executives, leaders, top management and entrepreneurs during career and company challenges, conflicts and change:

### **Leadership and management**

Enabling executives to become a manager or leader; first 30-60-90 days in the new position; support to prepare for or as a follow-up to assessments, management audits, development center; find out or clarify vision, mission, values and goals; rhetoric dialectic skill management; strategic and operational management and leadership.

### **Career guidance in all issues up to outplacement consulting**

Personal position determination; clarify goals; feedback; analyze and reflect strengths and weaknesses, personal SWOT analyses to taking the next step in your career; harmonizing the demands of job with private life; support of graduates or candidates for leadership programs or during application processes.

### **Conflict mediation, conflict ability for crisis and change management**

Management of change and leadership of transformation processes; conflict ability and resolution; preparation for conflict talks; conflict mediation between conflict parties or within teams.

### **Strategy consulting**

Top management consulting as well as change and transformational management in all issues regarding your strategic approach. Starting by the clarification of the company's vision and definition of strategic goals, identifying the appropriate activities and measurements to reach these goals within the timeline - as well as assisting in the implementation of organizational and personnel development if required.

### **Self-management and life-leadership**

Accompaniment and professional support in work-life-balance; bore-out and burn-out prevention or intervention; re-integration of long term absences e.g. caused by illness or of expats; re-employment.

### **Sales**

Consulting of the head of sales, the sales managers or the team in the strategic market development; assist to build up customer-centric sales strategy; sparring partnership for negotiations or difficult market and sales situations.

### **Personal development**

Application of the Enneagram-model in business context, find out, understand and self develop yourself by using the knowledge of the nine personality types.

Coaches of Orange Consulting are qualified by a systemic coach education with different specializations and certificates. What makes them stand out is the passion for people and diversity and inclusion, all of them are established management employees and use supervision in regular intervals.

Coaching sessions are offered in different formats, most used are contingents starting with 20 coaching-hours (1 hour = 45 minutes live plus 15 min. preparation and rework), whereas the coachees book sessions of 2 or 4 hours in our Cologne office or at other sites.

Feel free to contact us for a briefing, see if the chemistry is agreeable and discuss the details for an individual offer.

We look forward to meeting you, phone +49-221-500 550 35, mail@orange-consulting.de.

**organisationen anders gestalten.**