



INDIVIDUAL DEVELOPMENT

INDIVIDUAL COACHING

Inner clarity creates outer presence.

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SUPPORT

MAKES MUCH MORE POSSIBLE.

Coaching helps with challenges in everyday leadership, in conflict situations and in professional and personal development alike.

Here, leaders have the opportunity to reflect on their own thinking, actions and impact and to develop concrete solutions for current problems.

Own potentials and competencies are recognized, further developed and expanded into strengths.

The continuous development of personal leadership skills strengthen and leads to increased effectiveness of the individual leader, which also has a positive effect on the team and the entire company.

OUR EXPERTISE

FOR YOUR SUCCESS.

Our experienced coaches work according to a holistic-systemic coaching approach and offer you a trustful space for your professional and personal development

The topics for individual coaching are as individual as they are versatile. Here are some examples of concerns that can be effectively addressed with the help of coaching:

EXAMPLE:

- From team member to leader: How do I successfully find my way into the new role?
- Improving your own time and self-management.
- Dealing confidently with pressure and stress — strengthening your own resilience.
- Problems in decision-making — gaining more confidence in decision-making processes.
- Improving one's own impact (appearance, presence) — living up to one's own leadership standards.
- More impact and success in the leadership role.
- Successfully building and maintaining trusting relationships in the team.
- Dealing confidently with difficult situations, dilemmas or conflicts.

LEADERSHIP AND MANAGEMENT SKILLS ARE PERMANENTLY DEMANDED AND HARDLY PROMOTED.

Every day, leaders are faced with the challenge of having to react quickly and adequately to highly complex requirements and find solutions to unprecedented problems. They can only succeed if they have developed a strong personality that can withstand this pressure, as well as the necessary leadership and management skills to effectively steer their team and company through these turbulent times.

Coaching is the most individual personal development measure, which responds precisely to your needs and supports you in achieving your personal goals.

COACHING CREATES INNER CLARITY AND PROVIDES ORIENTATION.

+ You develop your own understanding of leadership and gain new options for action through a change of perspective.

+ You get clarity about your role and (self-)responsibility, strengthen your self-confidence and self-efficacy.

+ You gladly take responsibility, have course clarity and give your employees psychological security.

+ You strengthen your charisma and your standing in the company.

+ Your conflict and communication skills are enhanced.

+ Your self-management and resilience are strengthened.

THAT'S WHAT MAKES COACHING SO EFFECTIVE: RECOGNIZING AND KNOWING HOW AND WHERE IT CAN BE USED EFFECTIVELY.

Systemic coaching is so sustainably effective because the behavior and interactions with e.g. superiors, colleagues and employees are reflected in the context of the team or company.

In this way, behavioral patterns and interactions can be recognized that can contribute to better collaboration within the team.

The scope of action is expanded, and new solutions can be found and sustainably implemented.

By understanding the perspectives of others and learning how to communicate effectively, leaders can build stronger relationships with their colleagues and improve team performance.

With strengthened self-management and self-responsibility, new ways can be found to deal with the challenges you face.

OPTIONAL SUPPLEMENTS

FOR EVEN MORE SUCCESS IN PERSONAL AND PROFESSIONAL DEVELOPMENT.

Individual coaching can be combined with various assessments from our program:

+ In the 1920s, psychologist William Marston developed a personality model based on a study of healthy people. Marston described four basic behavioral patterns that can be found in every person—albeit to varying degrees.

The **DISG model** helps people recognize their own behavioral patterns, priorities, and stress factors in order to better understand and develop their personality. It distinguishes between four basic behavioral tendencies (dominant, initiative, steady, conscientious) and their effects on behavior in professional and private life.

+ The **LINC Personality Profiler Test** aims to draw a holistic picture of the personality and to show potential for personal development. It combines a very high level of practicality and user-friendliness with an excellent scientific foundation and is consistently based on the **BIG FIVE model**.

With clear self-knowledge and increased self-awareness, leadership skills become visible and can be positively developed further with the support of the coach.

In a free introductory consultation, you can get to know us and our unique way of working: in person, by phone, or via video conference—whatever suits you best.



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