

• ELVERFELDT COACHING •

Coach Profil



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Motto: "Problems can never be solved by means of the very thinking that caused them in the first place" (Albert Einstein)

Education:

- degree in psychology as academically trained psychologist (Diplom-Psychologin) with major in economic psychology and minor in business administration
- Certified Coach in the Coaching Pool of Siemens AG Learning Campus, also certified for Hogan Assessments
- 30+ additional trainings, for example in Systemic Coaching, Coaching & Supervision, NLP, Family-, Organisational and Structural Constellations, Kinesiology, Transaction Analysis, Group Dynamics, CEO Program: Coaching Excellence in Organisations, Essenz Coaching, Mental Training, Quantum Touch, CQM, MET etc.

Career History:

Coaching Experience since 1995

- 2001 – today: founder and sole proprietor of Elverfeldt Coaching (top and middle management of companies and small businesses): single-, team- and project coaching, coaching education and assessments
- until 2006: 2. chairwoman of ICF D (International Coach Federation)
- 1997-2001: Senior consultant for coaching, training and consulting at top management level of company groups (mainly DAX 30 companies) for a major business consultancy
- 1995-1997: KPMG: Senior consultant for human resources development (including coaching and training), organisational development, change management as well as marketing and strategy consulting
- 1992-1995: Product manager with Unilever and Wella (marketing and sales)

Expertise:

1. Analysis of setting and position, career planning, knowing and making purposeful use of one's own potential, knowing how to sell oneself better and position oneself more elegantly
2. Preparation for new requirements or challenges, rounding of leadership competence, work-life balance
3. Handling of changes and conflicts
4. Rules of top management, handling of power and politics
5. Sparring partner for current challenges

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Author of the (audio-) book "Selbstcoaching für Manager (Self-coaching for managers)" as well as of many articles in FAZ, Handelsblatt and Wirtschaftswoche magazines

Languages: German and English

References:

Clients (excerpt):

Bayer, BMW, Commerzbank, Continental, Daimler, Deutsche Bank, Helaba, Merck, Nestlé, Porsche, PricewaterhouseCoopers, Sanofi, Schott, Siemens, thyssenkrupp, Vorwerk, ZF

Examples for previous coaching mandates:

1. Change of job into second level of a DAX 30 company:

- a) Optimal preparation for the first 100 days
- b) Kick off workshop involving the client and his next level staff with the goal of raising trust and successfully initiating the reorganisation
- c) Optimal self-management in new challenges

2. Project coaching of a large-scale international automobile project:

- a) Coaching of the project leader and the relevant key personalities in order to reach project goals successfully and efficiently
- b) Improve cooperation in the course of the project and in meetings (USA and Germany)
- c) Sparring partner for current challenges

3. Coaching of the first to third leadership level:

- a) Elegant positioning in a politically demanding surrounding
- b) Successfully dealing with organisational opposition and situations of personal conflict
- c) Rounding of one's own leadership competence

My coaching-philosophy:

In a coaching process, the client becomes the best version of himself / herself ("The best he or she can be") by realising his or her full potential. The focus lies in enhancing the professional and personal performance due to the background of business demands. This will help to master actual challenges more easily.

Furthermore the coach has the role of a sparring partner and supports the client to master the challenges ahead in the best possible and efficient way.

The client's success is my desire!

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Coaching process:

1. Contact phase: non-binding, one-hour personal conversation – getting to know each other and taking the first steps
2. Agreement on goals and key success criteria; optional involvement of executives
3. Work phase (ca. 6-9 monthly coachings of 2-3 hours each):
 - a. The coach provides a profile of the client's strengths and weaknesses, based on first impression.
 - b. Client and coach work practically towards the coaching goals, integrating current questions and challenges. Concrete strategies of acting are being developed and tools are provided if required.
 - c. The coach continuously acts as a mirror to the client, giving feedback as a neutral sparring partner.
4. Evaluation: the degree of target achievement is valued in a talk between client and coach (optionally, the sponsor can also be involved). Further proceeding is being discussed.

Specialties:

My work is always based on partnership and:

- **Precise:** my talent is a fast and precise analysis of the client's individual situation and environment.
- **Pragmatic:** my focus lies on the practical implementation of the solutions which I develop together with the client
- **Passionate:** my job is my vocation. The client's success is my desire. To this end, I keep developing my methods and stay cutting edge.