



hoffmann**coaching** Joachim Hoffmann

«My vision is a working world where people grow through their tasks, achieve amazing things and work together constructively. Making an meaningful difference as a coach and having fun doing it... this idea drives me!»

About me:

I am Joachim Hoffmann and I coach individuals as well as teams. I run seminars which help support executives to work more efficiently.

My background: MA in Instrustrial and Organisational Psychology, MA in Social Psychology; further training of several years in coaching/consulting-models. Extensive activity as coach/trainer with own company in Zürich (Switzerland) since 1999.

Services:

Individual coaching, team coaching, seminars

Individual coaching:

Coaching is/means to support and accompany during change: Development, breaking new ground, monitoring conflict, clarification, solve problems. The coach supports the client to achieve his goals. The coaching-topics are about professional requests and personal ambitions. Individual coaching is mainly used by leaders.

During the coaching the focus is on YOU and starts with clarifying your individual goals. Next, I will bring in some complementary inputs.

Coaching is help for self-help; therefore we will pay a lot of attention to your resources. Commitment and activity will arise by attending regular coaching-meetings. This means that you will tackle your projects and follow them through.



Coaching for individuals
and teams

Team coaching:

Team coaching offers specific team development, monitoring conflict and clarifying roles. The existing team is supported when presenting topics independently and learns therefore to function better. The coach monitors a number of meetings by accompanying the team while solving problems and through changes. This helps the united and flexible organism to prepare for new challenges. The double benefit:

- **Economic profit** – the team becomes more productive
- **Team spirit** – the social climate is more constructive

The goal is to help the team to a higher stage of development. Developed teams are more efficient and improved in:

- the acceptance and use in the division of labour and roles as well as the rules of the game
- communicating, inspiring each other, quarrelling and finding the way back to each other
- taking common decisions
- organising oneself
- balancing one-sidedness by supporting and standing-in for each other during absenteeism



Seminars for leaders

Seminars:

The seminars combine the joy of learning with strong contexts.

- The method brings about participation in listening, engaging, marvelling, reflecting, coming out of one's shell, laughing, experimenting, taking up challenges, discussing, forming intentions. It is here you find and live experiences that you will learn from.
- The learning content is solid and functions in practise.

Coaching toolbox

Effectively support people in executive or consulting positions. Leaving space for colleagues to find the solutions together instead of prescribing everything. Accompanying people who are in a change of situation (breaking new ground, change, learning, conflict, clarification) with good questions and impulses on the road to success.

The Leader as Motivator

Realise what blocks and supports the motivation of an individual and within a team. Be a good example and show self-motivation. Master those situations critical for motivation. Strengthen motivator competences.

Understanding People with the MBTI (Myers Briggs Type Indicator)

Understand people better. Recognise where our anger comes from. Become more attentive. Open doors in dealing with others. C. G. Jung's personality psychology makes it possible.

Winning Ways to Communicate

Here, to win means: to find a direct line to the other side, to be heard and understood, to achieve acceptance and cooperation in discussions.

Fit for Negotiations

Gain a good oversight in difficult negotiations, create interesting discussion, prepare contract and carry out procedure according to the HARVARD- principle.

Conflict Resolution

Learn how to deal actively and safely with conflict. Take the role of a mediator between two opposing sides

Team Power

What is needed as a team-member? And what can I do, so that the team I lead continues to work successfully? Recognize what is going on in the group. Be a positive influence in happenings within the team.

Criticise Constructively

Discuss complaints in a constructive way, deal with defensive reaction positively, find solutions, and end the discussion on a positive note. Support understanding not resistance.



Excellent quality is fostering trust

References:

Some companies with whom I've had the pleasure of working with:

- ABB
- IBM
- Google
- Novartis
- Opernhaus Zürich
- Swiss Re
- Sunrise
- Swisscom
- UBS
- Zürich Versicherungs-Gesellschaft
- and many more

A Seminar participant wrote the following: «What I found super is that at the start of the seminar we made an analyse of our needs which was actually taken up by the lecturer, which I found super. Excellent tutoring. Practise-related teaching. Lots of case-studies 1:1».

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