

Executives

In crucial situations you just need an outside perspective, competent advice and direct support, e.g. when taking up an executive position, making important career decisions, carrying out strategic tasks, such as restructuring processes, or achieving demanding goals.

In crucial situations, the right sparring partner can help you see matters more clearly.

Dear executives:

You are expected to manage enormous challenges: independently developing a sustainable strategy, reaching demanding annual targets, ensuring the performance of your staff and building successful teams, as well as the high demands placed on you by your supervisors and that you set yourself. All too often, this pressure to succeed gives rise to conflicts that may also impair your own performance.

I am aware, from countless discussions with executives, that there is a lack of appreciation in their companies, that the main focus is on assessments, reaching – or not reaching – the targets set. Many feel downright de-motivated by this lack of recognition or the conduct they have experienced. They are considering a move to regain control of their workload and try out new opportunities. Targeted coaching can often help in analyzing difficult leadership situations and finding a solution.

I gladly also offer my support to those seeking guidance in career matters. Quite often, executives have no understanding of internal talent management. . They perceive it as a “black box” that is not transparent. Let us work together on questions like “What steps do I now have to take for myself and my career?” or “What type of network do I need and how can I be considered for internal succession planning?” I also offer in-depth preparation for internal selection processes as well as support before and after secondment abroad.

I look forward to being your confidential, discreet sparring partner.

Yours sincerely,
Irene Krapp

My consulting services ...

For your personal career development:

- Planning your next career steps to reach medium and long-term goals
- The right positioning and visibility
- Building a support network
- Transitioning to a new position (specialist and executive careers)
- Defining your position in the event of changes at the company. What would be an attractive position for me and how can I get there?
- Preparing for a career with an international employer, international assignments, in new, perhaps unfamiliar foreign cultures, plus clarifying the situation with regard to your partner and family
- Team building and team performance

- Special issues for women in leadership situations
- Enhancing your management skills for larger areas of responsibility

In difficult leadership situations

- Resolving conflicts with superiors, colleagues, employees or the team
- Clarifying questions and resolving possible conflicts concerning secondment abroad, from preparation to re-entry
- Handling disputes with regard to setting targets

During the application process

- Internal job changes, moving to other companies and sectors, in Germany and abroad
- Obtaining information about potential employers, analyzing competitive situations, building networks
- Preparing application documents
- Interview training with test interviews, describing your professional achievements and successes (both in writing and orally); preparing supporting documents as required

During restructuring processes

- Developing and defining new strategies in your own area of responsibility, e.g. customer proximity and product focus
- Integrating new organizational forms with more effective structures and processes
- Communicating change: excelling, gaining acceptance and pursuing your own improvement goals

The consultation process

In the first orientation session, we work together to define your goal, the timeframe and the costs of the consultation. The follow-up appointments are based on your individual requirements.