

Philosophy

I interpret “career” literally as lifelong, professional development. Consultation is thus not about career in terms of advancement, but about finding the right and fulfilling path. What’s more, everyone has a different path.

How I see my work

During my entire professional development, the main goal of my work with people and organizations has always been to improve their working life and conditions. In so doing, I am driven by the desire to get to know the individual personalities with their different talents and merits, help them utilize all their abilities, unlock their full potential and find – or create – the jobs and working environments that match all these perfectly.

My long-standing experience in personnel and executive development has shown me that this is generally possible. With acceptance, appreciation, trust and discretion, I help organizations, groups and the individual to further their knowledge and to change, to approach new things and develop.

As an experienced consultant, I want to work with my clients to find the right career path – always with a view to the larger systems that surround and influence us, that facilitate or aggravate matters. These may be the family, organizations, companies and schools, groups in the work environment or at university, but also factors like changes and restructuring processes in the workplace or new trends in the professional field, which may have a major impact on everyone’s development.

My work with companies and organizations involves considering the effect of the work of individual employees on the entire system and, vice versa, in case of large and small structural changes, the effect on the individual employee.

My aim is for each and every party – be it the individual person thinking about the right next step or a whole company – to achieve tangible results that are comprehensible and sustainable.

As coach, career or company consultant, I take whatever time my clients need in their respective situations: We define the goals (e.g. improving your leadership qualities, the right degree course, the ideal job, the upcoming restructuring process) and the individual requirements, analyze risks and opportunities and develop different solution options. The outside perspective enables me to provide impetus, along with direct support in taking decisions or changing behavior.