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Success is based on change

Dear management colleagues,

On this website I invite you to find out what you as a leader need to know about coaching. You will also learn how with the help of my Executive Coaching you can find the strength to initiate change in only 10 to 25 hours.

Our work together will positively focus on available resources, not deficits. You will thus be empowered to find individual and group solutions by yourself and, right at the onset, be prepared to emotionally accept change.

Because Success is based on change:

“If you always do what you have always done, you will always get what you have always got.” (Henry Ford)

As a long-time senior management member I understand and share your values. I strive to be a respectful and challenging companion in your reflection process.

Bernd A. Wilken

What is coaching?

Self-help assistance

Coaching is a structured, methodically coordinated procedure in the form of a conversation, which makes interrelations and courses of action visible where change is necessary or desired. Coaching is therefore an activity related to change. It enables the client to find - and emotionally accept - individual and group-oriented solutions within a limited timeframe.

These existing solutions are often previously submerged due to the demands of third parties, a lack of understanding of one's own motivational structures and values, as well as immediate but not essential daily requirements. The term 'coaching' is unfortunately used for a number of other meanings such as management style, psychosocial counselling, training, sales pushing or patronization. These interpretations are not supported here.

Dialogue

Not everyone has a 'best friend' at hand, who has both life and work experience, and who is not only able to lend a listening ear when at a crossroads career-wise or in a conflict situation, but can also help to open up channels which lead to a solution. A coach can be the sparring partner who, through methodological and field expertise in the safe haven of confidential conversations or team sessions, uses well-structured processes and leads you to your own problem solution.

Absolute confidentiality, mutual trust and two-way forthrightness are the basis of cooperation between client and coach. Through this, the client transforms from being an affected individual to being a participant. He or she becomes tuned to his/her resources and is conscious at the end of the clarification process which approaches and actions are needed to achieve the actual target.

Some coaches are most comfortable working in the field of psychology, others in the field of economy with their roles, structures and hierarchies. Depending on the problem and disposition, the client decides which coach takes best care of his needs. Moreover: the personal chemistry needs to be right.

Typical reasons for requiring coaching

In the working arena, reasons for drawing on coaching services are mainly due to a conflict in roles and values in changed circumstances, critical situations and questions relating to own development potential, for example:

- » Structural changes within the organisation
- » Assumption of additional tasks
- » Self-assurance of ones own potential
- » Changing of jobs within the company
- » Handling and overcoming crisis situations and conflicts
- » Reshaping relationships with colleagues
- » Reflecting on own values and motivation
- » Development of ones own personal strategy

Coach or couch?

Coaching can only work if the client is in control and can regulate himself. The professional coach draws a clear line between his work and psychotherapy. He is able to recognise the signs of stress or anxiety disorders, of heavily depressed and somatoform disorders. He knows of the limited ability of self-reflection in these cases and will reject the assignment. Coaching also sets itself apart from all forms of esoteric.

Consultant, trainer or coach?

All these professions offer value to people and to the company. But only the coach can initiate a sustainable self-learning process for the client.

Profile

Core competencies

After a long and successful career in a leading international bank both on a national and international scale, I would like to share my leadership knowledge with other executives – also because I have always felt that I owed my (senior) staff something, namely time. My understanding of leadership was - and is - shaped by duty to act.

My professional life has brought me into close contact with restructurings, stabilising distressed customer situations, change management, human resource management and development tools, clarification of company visions and promotion of women in the context of diversity and mentoring projects. I was able to acquire a profound understanding of the financial industry and develop a good understanding of internationalisation processes.

I speak German (native), English, Dutch and Portuguese.

I received my training as Systemic Management Coach (SMC) at the well-respected “CorporateWork Institute for Coaching and Training” that laid the foundation for the Hamburg School of education for coaches.

I am glad to draw on my methodological expertise acquired there, the benefits of decade-long leadership work and my encounters with many entrepreneurs and executives for the benefit of my clients.

Values

As a business economist and banker, I worked for 47 years in a leading international bank, 30 years in management positions both at home and abroad, and of those, 20 years in senior management positions. Customer-orientation, teamwork, innovation, performance and trust were values I shared with the company and which still guide my professional work today. My additional values are respect, integrity and independence. I work entirely independent of employer directives and I treat all information as strictly confidential.

Personal

Born in 1943, married and blessed with a large family. Occupational activities, philosophy, 18th century German literature and friends provide further enrichment to my life.

Societies

I am member of the dvct (Deutscher Verband für Coaching und Training e.V. / German Association for Coaching and Training)

My coaching

“As soon as the mind is set on a goal, possibilities abound.” (J.W. von Goethe)

My coaching for you is

- » Individual: it is just about you in your current professional situation
- » Focused: you will have found the solution yourself in only 10 to 25 hours
- » Systemic: all relevant areas of life are taken into account
- » Successful: we jointly develop a self-learning concept for your entire professional life

Your current situation

I illustrated the classical motivations for being coached under the heading “What is coaching?”. My experience is that many executives are likely to need clarification from within their individual current situation. Here are some examples:

1. “I am one of the best – and want it to stay that way!”
2. “I can do more – and seek to draw on my full potential!”
3. “I don’t want to just survive – I want to win again!”
4. “I have lost sight of my aim!”
5. “I need a vision for my professional life!”

You will be able to find your own solution in my executive coaching.

Focused

Executives have as much time as everyone else, but due to the special demands made on them, they need to be more meticulous in their usage of it. Leadership requires presence. Strategy development as well as day-to-day business, recreation as well as highest tension situations, human resource management as well as self-development all demand permanent positions in your life.

In this situation, it is good to know that my coaching, your self-learning process will make you more successful within a short period of time. After two to four conversations spanning across 10 to 25 hours, you will know your incentives and goals, you will have found your solutions through self-reflection, developed alternative courses of action and analysed potential problems that may arise in their implementation. We don’t waste time with deficiencies – I work in a way that is oriented towards your resources and strengths.

Systemic

Self-reflection by the client is an essential part of the solution. As Systemic Management Coach, I also take into account the interplay of open, complex systems such as individuals, groups and company. For this reason, individual diagnosis (limited) and holistic models and methods form part of my coaching, thus initiating your desired professional performance through self-reflection.

In my coaching you find orientation among the conflicting demands of your job, your company and your personal life. You will learn to conserve your energy, without losing sight of your goals or the legitimate demands of your stakeholders.

Target group

Due to my professional and personal background, my coaching is particularly useful for CEOs, CFOs, COOs, executive managers (both male and female) ready for change, future leaders with high potential, mainly from the financial industry and other commercial sectors of the economy.

After a preliminary talk, I offer my services to company management as well as self-paying clients.

Product

I offer Systemic Management Individual Coaching. In agreement with the client, I may need to engage coaches I know with similar values and standards to come on board for larger projects.

Locations

Suitable facilities for half-day to two-day sessions are available in Hamburg, London and Marbella. You as the client determine the place of work; I would however advise against using your own office premises.

Contact / Imprint

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Declaration

I hereby declare that I do not work according to the technology of scientologist L. Ron Hubbard and that I reject in absolute terms this technology for the management of my company and any other company or establishment.

On behalf of my staff or working partners, I declare that they have not been trained along the lines of L. Ron Hubbard's technology, nor will they be trained in such a way in future.

I declare that I neither belong to the community of scientologists nor to any community or party that is forbidden by the Federal Constitutional Court.

The consultations, coaching, seminars/training that I carry out are free from ideology, sect and religion.

Furthermore, I declare that I will not in any form pass on or make available information to third parties that emerge within the scope of my work. I strictly respect the data protection laws. I am not bound by directives.