

Teamwork at the top

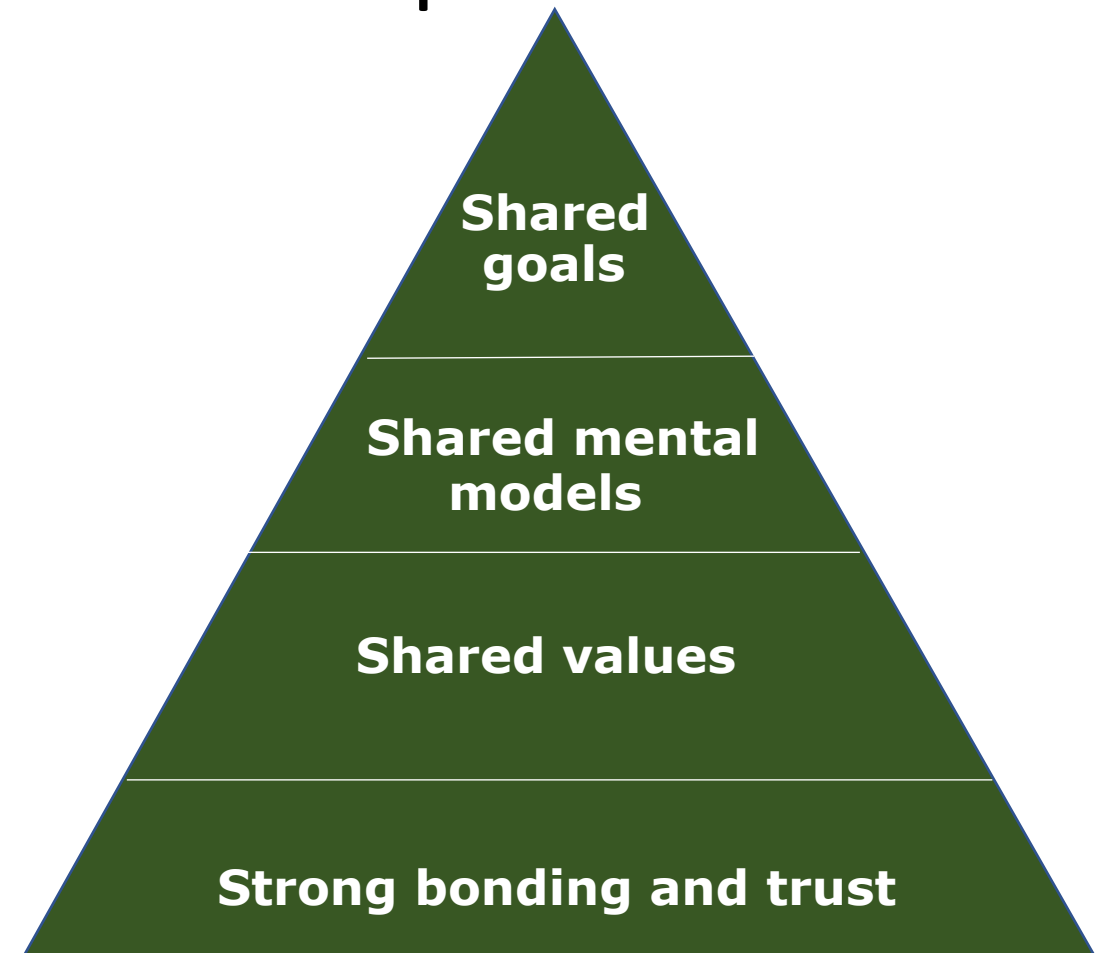
collaboration and trust win the game

Teamwork at the top

To have a strong alignment in the executive team becomes more and more a leverage for success as much as for reducing transactional costs in the company. Despite the open formulated common goals in the boardroom there often is an underlying mistrust, personal fears, departmentalization and competition. Overcoming those issues with a strong and authentic commitment of all members is the goal of teambuilding.

Thereof the work spins around three main success factors:

- S
- Shared values



My background

My background in transactional analysis and systemic counseling together with expertise and experience in leadership team development helps supporting top level teams.

My expertise:

- Building awareness of underlying issues personal and cultural factors
- Enabling collaboration between team members
- Aligning the team towards high performance
- Exploring, stabilizing or changing the leadership culture

My team experience results not only from consulting but is also founded in longterm networking within Professio (Ansbach), FischerBoardConsulting (Hamburg) and MTB (Hannover) as well as board membership in the Fluent Self International (Bristol, now Rotterdam).

My approach

To get a picture about the open and hidden agenda of a board team I choose an iterative approach of individual interviews – analysis – evaluation – interaction. Usually the steps are:

1. Contracting with the team leader (usually the CEO)
2. Individual interviews with every board member face to face
3. Analysis and evaluation of the interviews, sum up of patterns
4. Attunement of goals and process
5. Optional: real life team shadowing (attending a meeting and feedback about strength and developmental areas)
6. Play book for the workshop – together with the team leader and/or team
7. Workshop
8. Evaluation of the workshop and further steps

Happy to meet you in person!

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