

Coaching

Changes

We live in a world where the only constant is change - whether in our personal lives, professionally, socially, politically or in terms of fashions and trends etc. We too, are constantly changing; sometimes consciously and sometimes unconsciously. The process of change is thus a part of our lives, from changes in nature to those in our daily routine. It could be something as minor as a sudden diversion required in our route to work because a traffic island has come up on the road we usually take.

Corporate coaching

Team coaching forms the core of my work as a coach. When viewed as a process, various individual coaching segments automatically emerge from team coaching: executive coaching with executives in their role as part of the system and as client (initiator); coaching with team leaders in their capacity as the team "hub" and last but not least with individual team members.

Conflicts, whether articulated or not, pose a tremendous obstacle for all constellations within a company.

Project teams should be coached and guided right from the very beginning of a project instead of waiting till they get bogged down.

A coach can help management teams, departments and groups involved in a change process or needing a change, to achieve their goals in a more optimal and economical manner.

What kind of coaching is this?

My way of coaching is based on the systemic approach and is process oriented, solution oriented and goal oriented.

The systemic approach: We live within a system, we are part of a system and we ourselves are a system. Constructivism: Each of us have our own constructs and beliefs. Changing something in a construct leads to the creation of a new one.

Cybernetics: Cybernetics can be compared to a control loop. If one factor in the system is changed, all other factors are affected. The goal is to keep the system in balance.

Every team and, of course, every person are regarded as individual entities. There are no ready solutions and no standard material as in sales or management training etc. The coach employs coaching tools and methods, while bringing his or her own experience, common sense and intuition to bear. This makes each coaching session individual and unique.

Why have coaching?

One can invest in technology and infrastructure. One can buy consultancy and good advice. But the human factor remains paramount. There is potential in everyone. Everyone is an expert in his or her field and environment. The job of the coach is to mobilise this potential (resources) and to initiate and guide a process of change.

The goal is to achieve the optimum balance between the performance and personal ecology (well being) of each individual and the team.

When is coaching needed?

Now!

To be able to exist in today's environment (and not only in business), it is necessary to continually develop oneself.

It is necessary in business, when new entities are created and changes or dissolutions take place.

At the very latest, coaching is needed when a person or team is completely stuck.

When things are moving smoothly, coaching is needed to sustain the momentum and to facilitate further development while maintaining physical and psychological health.

Coaching is indispensable in sports. The better the sportsman or athlete, the more important the coach.

Yet even in the business world, top-notch performances are constantly expected and demanded.

How long does coaching last?

One-on-one coaching for a clear cut issue/problem may require just one session but should not exceed 10 sessions (systemic short term consultancy). These sessions may stretch over a period lasting several weeks or even months.

Team coaching that is similarly focused on one issue/problem lasts for a few days that can be distributed across longer periods, depending on requirements. It involves interviews with the client, team leader and possibly individual team members. A kick-off workshop (0.5-2 days) and a few sessions which can last an hour at a time to a day are also held. This is dictated by the specifics of the case. Depending on the issue, I also participate in team meetings and meet individual persons at their workplace.

Between sessions, participants are required to complete agreed tasks.

There is another variation, namely team development and accompaniment, where the process lasts longer.

Developing a corporate culture, reorganisations and company mergers are bigger processes that are handled as projects.

ROI (Return on Investment) / added value

The ROI can be roughly calculated. This calculation is based on measurable data and on assumptions that clients need to make themselves. Statistics (especially from the US) show a minimum ROI of 1.5 and up to several times this figure. The outcome depends on the persons involved, the specific industry as well as several internal and external factors.

Solutions offered by coaching (summary)

The world, society, politics and the economy are in a constant state of flux. We too, are constantly changing. In the business world, individuals as well as groups and teams must be able to change rapidly and frequently. Coaching supports and guides individuals and teams involved in this process of change towards success. If such processes proceed well, they guarantee maximizing your effectiveness - in other words, more benefits, less detriments.

During processes such as projects or reorganisations, which are evolutionary processes and involve change, coaching ensures continuity and high performance levels.

→ Higher benefits and fewer interruptions due to inefficiency, illness or poor motivation.

Which people do I work with?

I work with business economists, organisers, change management specialists, marketing specialists and, with my partner coaches.

I work with other coaches when:

- Teams are very large
- It would be advantageous to have a second coach, for instance due to the complexity of the assignment.
- Situations occur in which I may be caught in a conflict of interest.
- Another coach with different strengths and areas of expertise is required.
- I need a back up.

What else do I offer?

Coaching in groups and coaching workshops...

...on topics agreed on in advance, for instance employee management, communication, creativity, time management/life management. Participants are frequently familiar with tools for such topics (knowledge acquired from various seminars), but have not been able to practically use them for some reason or the other. The coaching goal in this case is to get the participants to take the most important step (the change), which is to use the tools and knowledge in real life, at work.

The Extraordinary Game™

As one of the few licensed coaches in Europe I offer the Extraordinary Game™ which is a structured team coaching program to achieve extraordinary and measurable goals (see separate brochure). The Extraordinary Game™ is a licensed product of the Pyramid Resource Group, Inc.

Guidance and support for project leaders and project teams...

...for the “soft factors”, such as leadership, communication, cooperation, organisation, process flows etc.

Guidance and support of executives in change and development processes...

Assessments:

Coaching- and Management-Tools, Tests and Assessments:

I work as well with the D.I.S.C. based tools of Persolog® as with my own tools.

Ethics

Confidentiality is a given.

My aim is to work towards the benefit of all participants. If my neutrality cannot be guaranteed, I am committed to informing the parties about this and striving to find a solution.

I adhere to the ethical guidelines of the International Coaching Federation (ICF), www.coachfederation.org.

Limitations: Addiction, psychosomatic problems etc. are clearly outside the scope of coaching. In such cases I recommend other methods such as Kinesiology, psychotherapy etc. Once treatment is over, coaching can be resumed.

My qualifications

Master of Advanced Studies ,MAS FHNW in Systemic Consultancy, the FHNW in Olten, CH.

I completed my training as coach and team coach at the ZiS Kurszentrum Aarau, Switzerland (Centre for Interdisciplinary Systemic Therapy).

Training for coaches is based on short term systemic therapy.

The training for team coach is based on the transaction patterns of family therapy based on Prof.

Gottlieb Guntern's model. This education requires qualification as coach and business based experience.

Trained as NLP (Neuro Linguistic Programming) Master Practitioner, in Enneagram, hypnosis (according to Milton Ericsson) and various seminars, e.g. diagnostic instruments and burnout, at the HAP (Institute of Applied Psychology) in Zurich.

My career

Coach and Team Coach ZiS as well as business computing engineer. I have over 20 years experience as a computer scientist (development, coordination, project management, consultancy, management, team leadership) in the industrial, services and trade sector as also in national and multinational companies.

For the last 12 years I have also dedicated myself to coaching, organizational and team development for corporations. The languages I coach in are German (Swiss German) English, Hebrew and Rumanian.



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