

WIESENTHAL

Leadership Advisory Services



Leading with confidence
and credibility.

Coaching for Self-Leadership

Leadership & self-accountability.

Coaching for Self-Leadership

Only someone who is well-oriented is able to give guidance. Effective self-leadership is an essential prerequisite for leading others. People will trust your leadership if you are consistent with regard to your personal objectives. For persons having trouble finding their bearings it is hard to be accepted leaders.

Based on this experience, Coaching for Self-Leadership focuses on self-orientation and teaches binding commitment to personal goals and values. By setting specific personal and business objectives, clients learn to reliably achieve the results they are aiming for. In this way the willingness to act with self-accountability and to walk the talk is continuously practised until a firm footing in the leadership position is established.

This coaching aims at supporting clients in regaining stability in their self-leadership by being in tune with their personal values, needs and wishes. In the process they will increase personal credibility and gain respect in their leadership role.

Symptoms of disoriented self-leadership:

- A successful member of staff designated for a leadership position is reluctant to assume responsibility.
- A person in a leading position avoids appearing as such; employees utter complaints concerning a lack of leadership.
- An executive is damaged and weakened.
- A formerly strong leader appears vague and not very effective.

Power to lead = Powerful leaders.

Why Coaching for Self-Leadership?

Coaching for Self-Leadership is designed for division and department heads, managing directors and entrepreneurs as well as candidates for junior management positions. They can benefit from this development programme if their leadership capabilities are impaired by self-doubts.

This type of coaching is especially advisable when the big picture and long-term targets seem to be lost among the vast number of everyday concerns, when longer working hours do not suffice to cope with the growing complexity of the situation, and when a manager's belief in his or her ability to actively influence events starts to wane. In a nutshell: when the power to lead decreases.

Leading to the leading edge.

The Effect

This coaching allows clients to renew their confidence in their leadership capabilities and return to actively meeting the challenges of leadership. By demonstrating a high level of personal accountability, by being purposefully committed to targets and by giving clear guidance, clients assume their leadership role convincingly and in a way that is visible to employees and colleagues.

Clients once again feel comfortable in their leadership position. They overcome any vagueness and again act unambiguously, conveying credibility and reliability. They develop new faith in their ability to exert influence and to exercise their leadership functions with enthusiasm and fresh vigour. Because they have regained their own orientation others trust their leadership.

Think. Talk. Walk.

The Approach

The coaching process consists of structured one-on-one dialogues. The issues that hamper self-orientation emerge by working on specific personal and business objectives. In analysing these subjects, aspects which do not correspond with the client's values, needs and wishes are identified. As a rule, it is these inconsistencies that provoke the loss of orientation and, thus, weaken professional standing.

In the coaching dialogues the identified issues are dealt with in such a way that at the end of each session clients are provided with new options for achieving their objectives.

Coaching process

The coaching process comprises the following steps:

- Determination of goals for the coaching process and envisioned results
- Development of milestone plan to accomplish goals
- Implementation support through coaching dialogues by phone or in person including an intermediate summary at half-term
- Conclusion: Summary of insights and achievements of the coaching process

The duration of the coaching process is determined by the complexity of the coaching topic and usually covers a period of three to six months.

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Karin Wiesenthal

After obtaining my degree in computer science, I worked in project management and leadership positions in the financial services and the consultancy sectors for over 20 years – my last assignment being head of human resources in a financial institution.

My leadership roles frequently involved restructuring processes and transformation projects. Giving people guidance and orientation – especially during periods of structural change – enhanced my awareness of the particular importance that self-orientation and self-leadership have if you want to lead others effectively.

Equipped with this experience and a coaching training that followed the professional standards of the International Coach Federation (ICF), I now work as an advisor and coach in the field of leadership subjects. As a member of the ICF, I am committed to the ICF Code of Ethics.

The topics leadership and coaching also accompany me in my spare time: For over 30 years I have been a passionate glider pilot. As an instructor I support those in training in becoming accomplished glider pilots.

“You must be ardent about what
you wish to kindle in others.”

St. Augustinus Aurelius, 354 – 430

Following this motto, I assist executives in exercising their leadership role with confidence, energy and ease, thus continuously leading themselves and others to excellent results.

Do you have any questions or matters you wish to discuss? Please contact me to arrange an introductory meeting or phone call.

Yours,
Karin Wiesenthal