

WIESENTHAL

Leadership Advisory Services



Remain top-performing
and energetic in leadership.

Leadership Reflexion

The four-eyes principle.

Leadership Reflexion

Executives who are used to performing well and are purposefully oriented towards their goals generally do not require support. They are very capable of excellently meeting the various challenges of their leadership position. However, this marked efficiency is not always accompanied by personal satisfaction and a well-balanced management of their personal resources. Anyone who wants to remain a top performer in the long-term should make sure to periodically free some time and space to rethink his personal way of proceeding.

Leadership Reflexion is a systematic dialogue process aimed at quality assurance and offering professional assistance in the deliberate self-reflexion of the clients' performance as leaders. Proceeding from specific topics, clients will analyse their day-to-day leadership routines. In the dialogues with the coach they will determine whether changes are necessary in order to permanently reach the desired level of performance with vigour and enjoyment.

Excellence + Energy = Great leadership.

Why Leadership Reflexion?

This programme is ideal for executives, e.g. division and department heads, managing directors and entrepreneurs who are seriously committed to leading with excellence and to managing their personal energy supply responsibly.

Leadership Reflexion is especially recommended in situations where maintaining a consistently high level of performance is vital for success.

Typical reasons for supportive reflexion are:

- Assuming a new leadership position
- Increasing complexity of requirements, for instance as a result of restructuring or merger processes
- A difficult leadership setting offers little opportunity for discussions with peers in an atmosphere of trust and cooperation
- Following a past coaching process further support is required to stabilize the results achieved
- Retention of top-performing executives in the company

Inspiring leaders.

The Effect

By seriously reflecting on their own conduct, clients improve the quality of their work and maintain good contact with their values and needs. Thus, they continuously keep their personal store of energy in good balance.

Executives will tackle leadership issues promptly and without loss of momentum. Even in situations of exceptional complexity will they assume their role as leaders, while always maintaining high quality standards as well as taking pleasure in achievement. Such leaders inspire their teams to commitment and accomplishment.

Coaching process

The reflexion process comprises the following steps:

- Kick-off meeting to assess the situation and specify the coaching mandate
- Reflexion dialogues at regular intervals (usually monthly) for continuous self-reflexion
- Reflexion dialogues at short notice to attend to pressing leadership issues
- Concluding conversation to summarise insights gained in the process

The total duration of the process is determined by the individual needs of the client and can range from three to six months – for instance during a period of exceptional workload – to several years while holding a leadership position.

Energising dialogues.

The Approach

Leaving the daily pressures of action behind, the structured reflexion dialogues focus on the deliberate contemplation of the client's performance as a leader. Proceeding from specific leadership subjects, the clients will reconsider decisions from a distance and will compare their own evaluation of situations with that of an unbiased observer. Protected by the confidentiality of the dialogue, they can reflect on those individual values and needs, which are the sources of their vitality and efficiency.

The insights of this process will help the clients to develop new options for action and to integrate them into their leadership practice.

Leadership Advisory Services.

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 executive roles were often characterized by complex challenges resulting from exceptional situations. As a person who places very high demands on herself, I understand the importance of regular dialogues with an experienced sparring partner for those who wish to maintain excellent quality standards and strive for responsible use of their own resources.

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.

”There is nothing like
looking into a mirror
to protect us from illusions.”

Aldous Huxley, 1894 – 1963

Following this motto and serving as an appreciative mirror, I assist executives in having a close look at their leadership practice. In this way, they will succeed in continuously maintaining the enthusiasm and energy required to accomplish their goals.

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