

# • ELVERFELDT COACHING •

## Coach Profile



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FOR RESULTS

### Elverfeldt Coaching

Academically Trained Psychologist,  
**Vice-President ICF Germany** (until 03/06)  
(International Coach Federation)  
**Certified Coach** in the Coaching Pool of  
Siemens AG Learning Campus

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### Favourite Motto:

"Your success is my desire!"  
(Elverfeldt Coaching)

"Problems can never be solved by means of  
the very thinking that caused them in the  
first place." (Albert Einstein)

### Distinctives:

My approach is always teamwork-oriented and:

- **Precise:** My talent is a fast and precise analysis of your individual situation and your environment.
- **Pragmatic:** My focus lies on the practical implementation of the solutions we will develop together.
- **Passionate:** My job is my vocation. Your success is my desire. To this end, I keep developing my methods and stay cutting edge.

### Target Group:

Managers, principals and executives mainly in top management positions of big concerns and companies at home and abroad.

### A statement about my understanding of coaching:

Coaching supports you to realise your full potential. The focus lies in enhancing your professional and personal performance due to the background of business demands. It will help you to master actual challenges more easily.

### Coaching Process:

1. Contact phase: get to know each other, define possible first goals together and address how we would individually proceed from there (1 hour without obligation and free of charge)
2. Setting of goals and criteria for success: if it is needed the line manager is integrated

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### 3. Working phase:

- a. The client receives a custom-made strength/weakness profile in writing
- b. Client and Coach are working in a pragmatic way according to the coaching goals and find new strategies to master the actual challenges.
- c. The coach acts like a mirror, gives feedback and is a sparring partner

Evaluation: if it is needed the line manager is integrated

### **Expertise:**

1. Personal niche finding, career planning, knowing and purposefully developing one's own potential, effective self-presentation and self-positioning
2. Preparation for new challenges, further consolidation of leadership skills, work-life-balance
3. Dealing with change and conflicts
4. The prevailing rules in top management, dealing with power and politics

### **Further Coaching offer:**

#### **1. System and Team Coaching:**

Optimisation of co-operation or change processes such as after conflicts, restructuring or merger. Focus here is on independent management skills. (Usually 2-3 days per month for 0,5-2 years)

#### **2. Project Coaching:**

When necessary, the coach acts as the 'driver' ensuring the successful progress of a project and that the participants learn on methodical and socially interactive levels. (Usually 2-3 days per month over a period of 0,5-2 years)

#### **3. CoachingWorkshops®:**

By participating in the innovative method of 'Coaching Workshops' one or more managers, a team or a project group can achieve within two to three days a permanent change in mentality and attitude in respect of a goal. During the coaching workshops, individual coaching also takes place, whereby the individual can transfer the skills learnt into practice.

#### **4. Educational Coaching:**

This course aims at executives, human resources developer, consultants, coaches or persons, who are already working as internal or external coaches or who are planning to enter the field of coaching. The training is always very individually and adjusted to the needs of the participants.

#### **5. Individual Audits or Assessments:**

In order to generate a portfolio showing the potential of executives within a company and to support decisions in terms of personnel, the procedure generally is as follows:

1. First, we will discuss and precisely define the requirements with the supervisors or the human resource department in order to agree on an individually custom-made procedure.
2. There will be a one-day audit per candidate with 2 consultants/coaches. If need be, psychological assessment tools will be included. Each consultant/coach will first document his or her assessment independently from the other consultants/coaches before it is made the subject of a group discussion. The very same day the candidates will receive a verbal personality feedback.
3. You will receive a written expert's opinion on each candidate and, if necessary, a portfolio on all candidates as well as a documentation of the procedure and clear recommendations. We will discuss these recommendations with our clients in detail and will together derive the next steps to be taken.

#### **6. Hogan Assessments:**

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With the results of the Hogan Assessments you will receive an excellent basis for further improvement of your professional performance, your entrepreneurial effectiveness and your qualification as an executive. 50% of the 100 biggest companies in the USA already make successful use of Hogan assessments and as a result are showing steady growth patterns.

You will receive a precise written analysis of your own leadership strengths, possible risk factors under stress, your individual data as they relate to your specific work situation as well as detailed development recommendations. The assessment will be administered online and will last approx. 1-1.5 hours.

[www.hoganassessments.com](http://www.hoganassessments.com).

**Geographic range of services:** International

**Coaching Languages:** German and English

**Associations:** 2. Chairman of the board of ICF Germany (International Coach Federation) until 03/06

### **Publications:**

- Elverfeldt, von, Felicitas: "Ausgeprägte Umsetzungsstärke". In: BerufSZiel, 01/2012
- Elverfeldt, von, Felicitas: "Wurzeln und Flügel". In: Focus, 01.08.2011
- Elverfeldt, von, Felicitas: "Der andere Aufstieg". In: Manager Seminare, 22.07.2011
- Elverfeldt, von, Felicitas: "Chefin gesucht!". In: Süddeutsche Zeitung / Beilage "BerufSZiel", 12.03.2011
- Elverfeldt, von, Felicitas: „Jeder will an der Spitze sein“. At [www.faz.net](http://www.faz.net), 27.09.2010
- Elverfeldt, von, Felicitas: „Eros der Macht“. At [www.wiwo.de](http://www.wiwo.de), 31.05.2010
- Elverfeldt, von, Felicitas: Coaching Zone - "Zeigen Sie Dankbarkeit". Süddeutsche Zeitung / insert "BerufSZiel", 19.09.2009
- Elverfeldt, von, Felicitas: „Die 4 größten Irrtümer von Führungskräften“. At [www.wiwo.de](http://www.wiwo.de), 04.08.2009
- Elverfeldt, von, Felicitas: "Wenn der Vater unerreichbar scheint". FAZ / insert "Beruf und Chance", 07.03.2009
- Elverfeldt, von, Felicitas: Coaching Zone - "Wer führen will, muss Tugenden beherrschen". Süddeutsche Zeitung / insert "BerufSZiel", 07.03.2009
- Elverfeldt, von, Felicitas: „Ganz neue Perspektive“. Wirtschaftswoche 24.11.2008
- Mohr, Christoph: „Auf dem Weg nach oben“. Handelsblatt / insert „Perspektiven“ 12.09.2008
- Mohr, Christoph: „Kein Dax-30-Unternehmen verzichtet auf Coaching“. Interview with Felicitas von Elverfeldt at [www.karriere.de](http://www.karriere.de), 10.09.2008
- Elverfeldt, von, Felicitas: „Ich führe, also bin ich“. in: „Coaching Tools II“. Bonn: ManagerSeminare-Verlag, 2007
- Elverfeldt, von, Felicitas: „Selbstcoaching für Manager“. Zürich: Orell Füssli-Verlag, August 2005, als CD in Kooperation mit der Handelsblatt Audio Edition, März 2006
- Elverfeldt, von, Felicitas: „Selbstbild“, FAZ vom 2.9.06
- Elverfeldt, von, Felicitas: „In Versuchung“, FAZ vom 15.4.06
- Elverfeldt, von, Felicitas: „Wie werde ich gelassener?“, FAZ vom 21.01.06
- Elverfeldt, von, Felicitas: „Wie funktioniert der perfekte Umgang mit Perfektionismus?“, FAZ vom 03.09.05
- Elverfeldt, von, Felicitas: „Läßt sich Geduld lernen?“. FAZ vom 23.04.05
- Elverfeldt, von, F.: „Macht macht nicht satt“. Die Welt: Karrierewelt vom 26.02.05
- Elverfeldt, von, Felicitas: „Selbststeuerung über Werte“. in: „Coaching Tools“. Bonn: ManagerSeminare-Verlag, 2004
- Elverfeldt, von, Felicitas: „Wie lerne ich mehr zu delegieren?“. FAZ vom 31.07.04

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- Elverfeldt, von, Felicitas: „Coaching im Top Management“. Das Karrieremagazin für Führungskräfte, Heft 05/03
- „Coaching findet in deutschen Unternehmen immer mehr Akzeptanz“. FAZ vom 28.10.02

### **Biographical Sketch:** (born in 1967):

- Since 2001: Owner of Elverfeldt Coaching
- 1997-2001: Böning-Consult: Senior consultant for coaching, training and consulting at top management level of company groups (mainly DAX 30 companies)
- 1995-1997: KPMG: Senior consultant for human resources developer (including coaching/training), organisational development, change management as well as marketing and strategy consulting
- 1992-1995: Product manager with Unilever and Wella (marketing and sales)
- 1986-1991: Psychology studies in Mannheim, academically trained psychologist (Diplom-Psychologin) with major in economic psychology and minor in business administration

### **Additional education:**

- Systematic consulting and coaching (3 years) among others with Prof. Dr. Fritz Simon, Heidelberg
- Coaching und Supervision (1 year with Dr. Bernd Schmid, Wiesloch)
- Essence Coaching (1 year with Albert Pietzko, Heiligenfeld)
- NLP Practitioner Diploma from the Austrian Institute for NLP in Vienna
- Family, organisational and structural constellations (2 years plus individual training of various kinds, among others with Gunthard Weber, Bert Hellinger, Gabriele Petrig)
- Kinesiology (2 years with Karin Müller, Dietzenbach)
- Transaction analysis according to DGTA (with Angelika Glöckner)
- Group dynamics with Prof. Dr. Schindler
- CEO Program: Coaching Excellence in Organisations (Newfield in Boulder/USA)
- Hogan Assessments certified
- Various seminars in the area of communication, media presentation, mental training, Quantum Touch, CQM, MET, Matrix Energetics etc. as well as ongoing professional education and supervision

### **Excerpt from my client list:**

- BMW
- Daimler
- Continental
- Deutsche Bank
- Commerzbank
- Volksbank Mittelhessen
- PricewaterhouseCoopers
- Siemens AG Learning Campus (certified coach in the coaching pool)
- Vorwerk
- Bosch Siemens (domestic appliances)
- Schott
- Sanofi Aventis
- Evonik
- Tui
- Fraport
- Nestlé

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- Holtzbrinck
- Merck