



# Be in touch.

## Who we are

We are a team of internationally experienced coaches, trainers and consultants. Our work is aimed at organizations, teams and people who want to reach their full potential.

Our goal is to grow and to create value for our clients and ourselves. Our focus is on the people involved in the process, their wishes and needs. We work with joy and want to share this with you. Creative solutions that we develop together with our clients are important for us – because, regardless of the method, results count. Years of international experience gained in diverse industries come together in our portfolio. We see ourselves as partners, designers and companions on the way to mastering the future challenges of your organization.

## What we do

Successful collaboration based on trust, recognition and openness – this is the common denominator of all successful change and development processes.

When the contact between people is authentic, teams and organizations work better: Complexity is reduced, the rate of innovation increases, solutions are more sustainable. In short, organizations become a living organism in which people feel happier and are more willing to achieve. A lot also depends on leadership. We therefore develop teams, organizations and leaders – internationally and multilingually. Because in a globalized world, communication across continents is a crucial factor.

# Competencies

## Leadership

Leadership is an issue for many people – from self-management to decision-making and staff responsibility in highly complex environments.

We support executives in developing their leadership skills, in making better decisions and in giving the people in their environment the greatest possible room for development. Change always begins with leadership.

We have specialized in these areas:

- Change management skills for leaders
- Self leadership and personal stability
- Leadership communication: Building the bridge in challenging situations
- Systemic thinking and leadership
- Leadership mindsets in global organizations
- Intercultural competence for communication, conflict and negotiations
- New in the leadership role: What's crucial?
- Reducing complexity in making decisions
- Problem solving skills
- Facilitation and coaching as a leadership style

## Team

Giving teams and departments a clear orientation and enhancing their capability for self-organization is one of the most effective methods in the organizational context. It affects both the management culture and the entire organization.

Precise clarification of tasks and actions tailored to individual teams, turn teams into a living organism that uses its resources in an optimal way.

We have in-depth experience with these issues:

- Team profile: the past, the status quo and the future
- Vision, strategy, objectives, and action plans for teams
- Optimized use of team resources – what capabilities exist in the team?
- Listening to all the voices in the room – getting the most out of diversity
- Identifying and overcoming intercultural barriers
- Optimized team processes – concepts of self-organization
- Conflict resolution skills for teams
- Conflict resolution skills for customer relationships
- Teambuilding: Concept and implementation of kick-off events
- On stage: Preparation of collective team presentations

## Organization

Trust, respect and openness when interacting with one another – that is the basis for a living cooperation oriented to the future challenges of organizations.

Globalization has increased the complexity of cooperation further, but at the same time created new resources and perspectives. The primary objective of our work is to network these in the best way possible and so enable organizations and people to further their own development sustainably.

We have specialized in these areas:

- Diagnostic procedures in organizations: What is the status quo?
- Development of organizational development designs and architectures
- Realization of organizational development programs
- Optimized problem solving and innovation processes in global organizations
- Overcoming cross-cultural and cross-functional barriers
- Conceptualization and realization of large group events
- Multiplier trainings: continued change within the organization
- Team staffing – providing a international network of highly experienced consultants
- Project management in organizational development projects
- Evaluation of programs – post-project monitoring

# Team

## Mike Michels



Mike Michels works as an international consultant, coach, and trainer for a variety of large, global organizations. For more than 16 years, he has advised and coached leaders at the top executive level. He is an expert in helping executives and leadership teams to reach their full potential through systemic thinking and individual transformation. He is an expert to unlock the full potential of top executives and their management teams. His clients appreciate his focused and pragmatic approach, as he guides teams and individuals in a process-oriented approach and value him for his highly exceptional commitment to excellence, integrity & results. Previously he worked as an HR manager for Johnson Controls in a global role, leading an international team with responsibility for leadership and organizational development.

“What lies behind us and what lies before us are tiny matters compared to what lies within us.”

## Sabine Bürscher



Sabine Bürscher has been working as a consultant, trainer and coach since 1997. Her emphasis is on organization and team development, work with managers and personal development. She loves people and their stories, and shows great respect for the variety and the wealth of different human paths. When guiding enterprises, teams and people, it is very important for Sabine Bürscher to work resource-oriented and to find suitable solutions while bringing an appreciative attitude to her work. An analytical capability, a structured approach, as well as great empathy and humor distinguish her work.

“Accompanying people while they make their dreams come alive fills me with great pleasure and gratitude.”

## Dragan Milicevic



Dragan Milicevic brings a wealth of experience as a facilitator, executive coach, and licensed psychologist to his consulting work. He looks back on over 13 years of experience working mainly with high-performing individuals at C-suite, VP, general manager level as well as world class consultants of all positions. His in-depth background in psychology and coaching-certifications (German Federal Association of Executive Coaching among others) coupled with his extensive business experience make him a credible and accepted thought partner for his coachees.

As an expert facilitator, Dragan has extensive experience conducting leadership development programs, team-building activities, as well as facilitating board meetings. He is an expert for large group settings of up to 40 individuals.

“Be the change that you wish to see in the world.”

# Team

## Julie Forbes



Julie Forbes is an international consultant, coach, and facilitator who for the last 16 years has specialized in transformational processes. Her work supports groups, teams, individuals, and organizations in accessing and deepening their resources, thereby creating more effective behaviors, higher performance and personal success. She synthesizes new possibilities with existing core strengths to help her clients focus their visions and actualize their potentials thereby contributing to deeper personal satisfaction and sustainable, thriving organizations. Her non-profit and for-profit work in global corporations, businesses, organizations, and civic and government entities includes organizational and team development, cross-cultural and cross-functional development, executive leadership development, management team coaching, strategic planning, and ongoing organizational transformation and culture change.

“It is our dreams and hopes for what can be that keeps us reaching for the next possibility.”

## Andreas Seitz



Andreas Seitz is an international coach, consultant and trainer. For the last 15 years he has been working for global corporations, midsize companies and NGOs – his focus is organizational + cultural development, leadership development, coaching of management teams and training of crosscultural and crossfunctional communication skills. He is especially experienced in accompanying top executives and management teams on their journey of individual development. A typical feedback from his clients is that he inspires people and changes the perspectives and attitudes in organizations. Prior to his work as a coach, consultant and trainer Andreas Seitz was the VP Communications and member of the management board that built RTL Disney.

“It is very satisfying to see how little it sometime takes for people to have breakthrough moments.”

## Maya Hu-Chan



Maya Hu-Chan is a world renowned executive coach, author, and leadership development educator. She is an expert in global leadership and cross cultural management. Maya Hu-Chan was ranked Top 8 Global Solutions Thinkers by Thinkers 50, World Top 30 Leadership Gurus, and Top 100 Thought Leaders in Management & Leadership. Since 1988, Maya has trained and coached thousands of leaders in “Global Fortune 500” companies and public sectors around the world. She helps global organizations develop their leaders and bridge the leadership and management challenges that stem from multi-national operations. Harvard Business School has chosen her book “Global Leadership: The Next Generation” to be one of their Working Knowledge recommended books.

“I am passionate about helping people discover the leadership ability they may never have known they had. Those who find their calling inevitably make a profound difference to their team, their organization, and even the world.”