

## Coach Profile Dr. Chris Schäfer

<b>Year of birth</b>	1967
<b>Educational background</b>	PhD & MSc in Analytical Chemistry, Master of Business Administration (MBA)
<b>Qualification as coach</b>	Systemic Business Coaching MBTI® trainer accreditation InsightsDiscovery® trainer accreditation Own international leadership experience and comprehensive international coaching projects in Europa, Latin America and Asia / Pacific
<b>Key focus areas</b>	Personality and leadership development Coping with crises and conflicts Support in change processes (new tasks / roles / challenges) Upper management level up to C-level / Executives



### What characterises me as coach – My understanding of the coach role

I see coaching as a „temporary company and support“ and as encounter on the same eye level. Based on a humanistic approach to people I am convinced that every human being possesses unutilised resources and therefore carries the potential to learn and develop. I see my role and responsibility in helping coachees to become consciously aware of this context and to support them in the development of new perspectives and approaches for sustainable (behavioural) changes. The responsibility, however, for decision making and for transferring key learnings into the business practice afterwards, remains on the client's side. Finally, my real interest in the development of people, my sense of humour and my positive attitude make it easy for me to get into contact with the participants quickly.

### What characterises my coachings

Coaching ist characterised by a high degree of openness and trust and always takes place in a business context of the coachee who wants to process a more or less concrete concern or issue. At the same time, the result at the end of the process can still be very different from what the coachee or superior (principal) initially expected. This openness to results, the joint tolerance of „not yet knowing“ of coachee and coach, is what makes coaching both demanding and valuable.

**Coaching languages:** Englisch, German

### A word on confidentiality...

A coaching contract ex ante clearly determines, which information will be shared with or reported to another party (e.g. to the superior / to HR). The coachee typically has the sole sovereignty over any contents or results that will be made available to whomsoever. „Alibi mandates“, where a candidate shall be coached to a previously defined solution will be rejected, as well as projects where the coachee does not display any own interest or motivation for his development or has even been persuaded to the coaching.