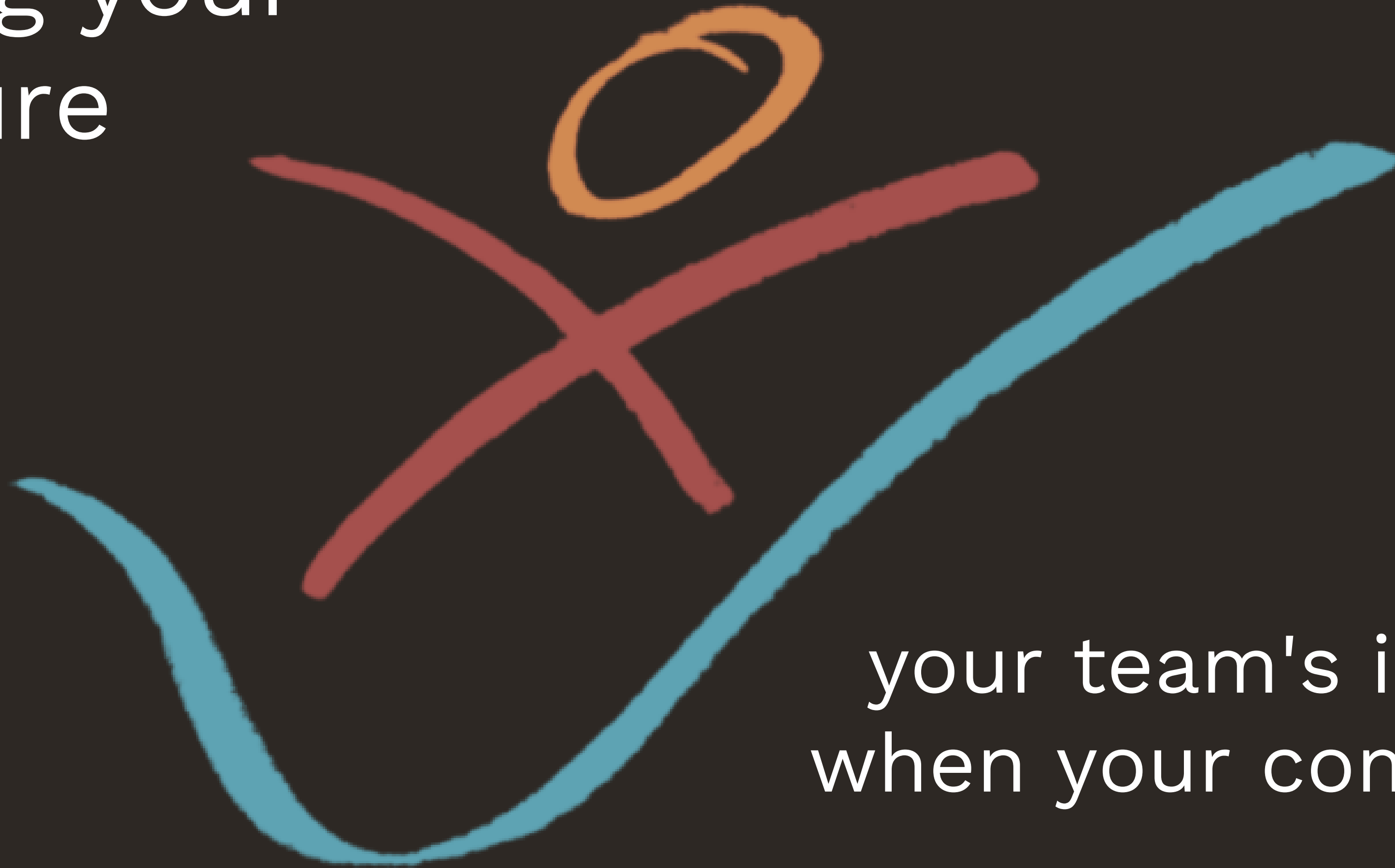


Growth without
losing your
culture



How to save
your team's innovative power
when your company scales up.
OFFER

Eckhard Schölzel & Partner
Munich

Become/remain leader in innovation

As a manager in a growing company, how can you not only maintain your team's innovative strength, but double it – while preserving the cultural DNA that made you successful.

1

What used to be initiated through personal exchange, proximity, and impetus now requires processes, roles, and scalability. And this is precisely where the challenge lies.

2

As a manager, how can you maintain the innovative strength, openness, and trusting cooperation of the community while the company moves into the next phase?



3

Many managing directors have a silent concern during this phase: "What if we lose what makes us special as we grow?"

We have seen this loss of "people power" with teams in various industries.

4

That's why I've developed an offering that follows a central theme:

Growth must not be the killer of culture of innovation.



WHAT YOU CAN ACHIEVE WITH ME

My clients report

- of a noticeable and lasting cultural change – even up to five years after the project, despite personnel changes.
- Of measurable improvements in critical success factors.
- Employees gain more confidence – not through more information, but through inspiring challenges, personal connections, and appreciative communication.

They experience that it is possible **to stay on course for growth without losing creative potential** or experiencing internal/avoidable resignations.

One customer put it this way:

"I didn't know that leadership could feel so easy – and be so effective at the same time.,,"

And yes: it starts with you.

WHAT SETS THIS OFFER APART

With me, you address systemic issues with your team:

- How does responsibility change as the company grows, and how do we deal with this?
- Which personal and company priorities change imperceptibly with the framework conditions, and where do they inhibit innovation?
- How can we uphold personal responsibility and co-creativity when the focus changes and the pace and complexity increase?



Many offers on the market fall short because they do not address systemic issues.

Many offers on the market work on symptoms: individual requirement profiles for recruiting, performance concepts, or creativity training.

With me, you work on the system, on the driving forces for your strategy, mission and vision. The methods have been used successfully in medium-sized companies, tech start-ups, and in executive development—with lasting effects.

Innovation does not require an extra project, but rather drivers and structures that generate it on a daily basis.

You can build such structures together with me: forward-looking and immediately effective.

WHAT TO EXPECT

I will guide you through an individual, personalized, and structured coaching process that will enable you to systematically embed innovative strength in your company—beyond buzzwords, tools, or short-lived measures.

Within 8 weeks, you will receive:

- Clarity about your "inner operating system" and the growth dynamics of your organization with the unique VMI profile and the ability to manage these as a manager.
- Concrete ways to generate results with minimal effort and high participation, e.g., 30% more ideas in the pipeline—without pressure, but rather by attitude and system.
- The crystallization of three co-creative formats (process, product, community) that your teams can use to develop valuable innovations even unsolicited and out-of-the-box.

Eckhard Schölzel, Munich



PASSIONATE ABOUT GOOD LEADERSHIP!

Eckhard Schölzel

Certified psychologist (Diploma),
Work and organizational psychology
– Leadership and cooperation –



"Three days off, fine—now let's get back to real work." This statement, made by a boss to one of his junior managers—who was participating in my training course—marked the beginning of my development from a mere leadership trainer to a developer of leadership qualities in organizations. Since then, I have been supporting managers in their organizations for more than 35 years with coaching, training, and leadership development projects—whatever it takes to help them take the next step.

Focus: Innovative strength, the heart of entrepreneurial sustainability! Individual geniuses are the exception. Co-creative tandems and teams have produced the greatest innovations. Co-creativity requires trust in the community. Trust remains and grows when good leadership makes it possible.

My experience has crystallized the most valuable tools for promoting the integrated development of the individual and the organizational framework: internationally developed and proven, exclusively in the DACH region: precise assessment of personal priorities, their blocking implications, and possible perspectives – a view of the individual and the organization.

I believe in creative human potential and am passionate about helping it flourish.
Above all, this requires leadership quality! Let's get started!



WHY NOW IS THE RIGHT TIME

The context: We live in turbulent times: Artificial intelligence brings us enormous opportunities, but also personal uncertainty. Other signs of the times can also be rather discouraging. It's time to secure a nose length protrusion.

Most companies realize too late that growth also brings cultural change: First, there are one-off situations that have never happened before: an annoyed boss, a colleague getting fired, etc. Only gradually do people realize that reality has changed. Then disappointment and discontent arise, followed by the corresponding consequences.

And once there is friction within the team—whether due to silent demotivation, open conflicts, or your own feeling that you are only reacting—it is much more difficult to get everything back on track.

Act proactively!

WHAT YOU GET

- Assessment** of your current situation and that of your
1. company, including any areas of tension within the corporate culture.
 2. Compact **leadership coaching for your cultural and talent awareness** with you in the leading role: VMI profile and leadership psychology insights for developing teams, innovation, and co-creativity become linked to your leadership tasks.
 3. **Joint development of innovation-promoting structures** for your organization¹ **and the concept for** implementation—ready to be put into practice right away.
 4. Check-in, coaching, and concrete feedback for your practice: implementation support over two months.

... and, if desired, with a view to the future:

5. **According coaching** for your managers
6. **Whatever else is needed.**

Three cocreative formats: e.g., co-creativity in finding, evaluating
¹ and developing ideas, a spirit of discovery, team spirit)

Eckhard Schölzel, Munich



YOUR COACHING PROGRAM

The program is designed for decision-makers who are ready to not only administer management, but to shape it comprehensively. For two months, you dedicate yourself to this upgrade for you and your team with two weekly 1 hour-meetings with your coach plus time for implementation.

If you feel that *this could be exactly what you need right now*, then take the next step:

NEXT STEPS

1. [Book](#) a no-obligation consultation with me: no commitment, no costs, just your questions and my answers.
2. If you want, we can start soon after: Together, we will analyze where you currently stand and identify your goals: 1-2 hours, €500. Only then will you decide on the coaching program (€500 will be refunded).
3. We will agree on the details of your coaching program and you can start soon after.

INVESTMENT



Your investment for this program is €7,500 as a one-time payment or 3 monthly payments of €2,600 plus VAT and travel expenses, if applicable.

ECKHARD SCHÖLZEL & PARTNER IN FIGURES

>2000

SATISFIED CLIENTS

From corporations such as Siemens to medium-sized tech companies and growing start-ups

>40

YEARS OF EXPERIENCE

Own management positions, training, coaching, workshops, projects for developing leadership culture

3

CORE COMPETENCIES

inspire
design
transform

The results speak for themselves – in figures, but also in experience:

WHAT OUR CUSTOMERS EXPERIENCE

"I wanted our culture of trust to remain intact. Today, I have a team that organizes itself, contributes ideas, and delivers measurable results."



Prof. Dr. Ing. Stefan Weber

Founder of CASCINATION AG,
Two-time winner of the Swiss MedTec Award

"In just six months, Mr. Schölzel transformed adherents' involvement in the institute from passive participation to ownership and co-creation. Despite all the personnel changes, the positive change is still noticeable today, five years later, and everyone appreciates it."



Wolfgang Knopp

Former Managing Director, Tomey Germany – Technology and Vision

"We have grown – sometimes I felt like my people were running away from me internally. Now we are more connected again, and I can rely on my people."



Dr. Franz Irlinger

Deputy Director, MiMed Institute, Technical University of Munich

WHAT'S STILL STOPPING YOU?

Question: A psychologist? I don't need therapy.

Answer: I don't offer psychotherapy. My own training focused on work and organizational psychology. I ended up in designing and improving effectively leadership and collaboration, matured in now more than 30 years of experience.

Question: Isn't it better to work with an expert consultant?

Answer: Consultants are external know-it-alls, or they are brought in to find excuses why things aren't working. You are more likely to achieve change with an organizational psychology coach who deepens your view on the actors and also involves your people.

Question: Soft topics/measurable results?

Answer: We look at processes, skills, and culture: "Culture eats strategy for breakfast" (Peter Drucker) – your results are what come out of our work.

Question: Young team/old coach?

Answer: Even younger clients appreciate me like a mature red wine. See feedback at <https://e-schoelzel.de/>

Question: Can I justify the investment?

Answer: Until now, you have been burning a lot of money in opportunity costs: inconsistent personnel management, inefficient processes, individual mistakes, staff turnover.

Question: What would I lose or miss out on if I ignored this offer?

Answer: 1.) Time, if you pretend that everything is fine.
2.) Money, if you don't implement the insights.
3.) This unique opportunity to combine business growth with personal growth.

Question: XYZ

Answer: Let's talk about your other questions!

Check everything thoroughly and dare to try new perspectives with me!

Find an appointment for our first meeting here.

CONTACT

We only work with a few clients at a time to ensure maximum depth and attention. If you would like to be one of them, please contact me now to arrange an initial consultation.

***Innovation happens through the realization of ideas –
innovation begins with the attitude to let them emerge.***

: : : : : : : : : :



eckhard.schoelzel@e-schoelzel.de



www.e-schoelzel.de



+49 160 8573589



<https://lmy.de/onmUU>



81549 Munich, Seemüllerstraße 17

LINKS & IMAGE CREDITS

::::::::::::

Website: <https://e-schoelzel.de/>

Blog: <https://e-schoelzel.de/#blog>

LinkedIn: www.linkedin.com/in/eckhard-schoelzel

CV and skills profile: available on request

Image credits:

iStock-1473515905-[pixelfit](#)

iStock-501654578-[PeopleImages](#)

iStock-1214655230-[whyframestudio](#)

iStock-1435745704-[BartekSzewczyk](#)

iStock-1146964274-[AndreyPopov](#)

iStock-654258656-[xavierarnau](#)

Own recordings