

# Stability and growth without losing your culture



Eckhard Schoelzel, Munich



How to keep your team  
confident and innovative  
in uncertain times.

OFFER

Eckhard Schoelzel & Partner – Munich  
1No 1

# Becoming/remaining an innovation leader



How you, as a manager, can not only maintain but double your team's innovative strength in uncertain times – while preserving the cultural DNA that has made you successful.

1

Innovative strength is the key to success that encompasses everything companies need in these times. Maintaining and developing it is a challenge, especially in uncertain times.

2

As a manager, how can you maintain the innovative strength, openness, and trusting cooperation of the community while the company faces unexpected challenges?



3

Many CEOs have a silent concern during this time:  
"What if we don't overcome these difficulties?"

A loss of "people power" threatens when confidence wanes: personal security becomes more important than co-creative efforts to innovate or solve problems.

4

That's why I've developed an offer that follows a central motive:

**Uncertainty must not become the killer  
to the 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 mere slogans, but through inspiring challenges, personal connections, and appreciative communication.

They experience that it is possible to avoid stagnation or internal/avoidable resignations and instead **stay on course without losing co-creative potential.**

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 the **systemic** issues with your team:

- Which personal and company priorities change imperceptibly with the framework conditions, and where does this inhibit innovative thinking and action?
- What does responsibility mean and how do we deal with it? Where is it subtly discouraged?
- How can we uphold personal responsibility and co-creativity when conditions change 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 address symptoms: performance concepts or behavioral training, recruiting power, etc.

With me, you will work on the system, on the driving forces behind your strategy, mission, and vision. The methods are internationally proven and have been successfully used in medium-sized companies and tech startups (50+ employees): real projects with lasting effects.

***Attitude does not require an extra project, but rather drivers and structures that permanently generate the right mindset on a daily basis.***

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



# WHAT YOU CAN 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 framework conditions, methodology, or short-lived measures.

Within 8 weeks, you will gain:

- Clarity about your personal "inner operating system" and the growth dynamics of the organization with the unique VMI profile and the ability to manage effectively as a leader.
- 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 Schoelzel, Munich





# PASSIONATE ABOUT GOOD LEADERSHIP!



## Eckhard Schoelzel

Certified psychologist,  
Industrial and Organizational Psychology  
– Leadership and cooperation –



& Partner



"Three days off, fine—now let's get back to work." This sentence, spoken by a boss to his junior manager—a participant 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 with coaching and training—whatever it takes to get them to the next level. Feedback to the organization might provide major changes.

Focus: Performance through people-oriented leadership! You have already experienced the difference between inspiration and pressure to perform. You have certainly worked hard to acquire your professional expertise. Success as a leader requires confidence in yourself and your team. A value-based, clearly structured leadership system inspires confidence through its persuasiveness and transparency.

Based on my experience, the most valuable tools for promoting the integrated development of individuals and organizations have crystallized: internationally developed and scientifically proven, exclusively in the DACH region: precise assessment of personal priorities, their blocking implications, and possible perspectives—stay curious!

I believe in goodwill and creative potential, and I work passionately to help it flourish.  
Leadership quality sets everything in motion! Let's get started!





# WHY NOW IS THE RIGHT TIME

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

Most companies realize too late that growth also brings cultural change: First, unique situations arise that have never happened before: an annoyed boss, a fired colleague, 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 of only being able to react—it takes much more effort to straighten everything out again.

***Act proactively!***



# WHAT YOU GET SPECIFICALLY

1. **Assessment** of your position and that of the company, including current 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 team development, innovation, and co-creativity flow directly into your leadership practice.
3. **Joint development of innovation-promoting structures** for your organization<sup>1</sup> **and the concept for implementation**—directly applicable.
4. Check-in, coaching, and concrete feedback for your practice: implementation support over two months.

... and, if desired, in perspective:

5. **Extension**
6. **Appropriate coaching** for your managers
7. **Whatever then is needed.**

<sup>1</sup> Three coCreative formats: e.g., co-creativity in finding, evaluating and developing ideas, a spirit of discovery, team spirit.)





# YOUR COACHING PROGRAM



The program is designed for managers who are ready to not only manage, but to enhance your qualities by leadership-attitudes.

A: For 2 months, you dedicate 2 hours per week (your fix) to this upgrade for you and your team.

B: Alternatively, you can book the program in the flex version: weekly appointments flexible according to your availability.

## INVESTMENT



Your investment for this program is €8,500 as a one-time payment or 3 monthly payments of €2,900 plus German VAT and travel expenses, if applicable.

## NEXT STEPS

If you now feel, *"This could be exactly what we need right now,"* then take the next step:

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 if you decide for „Go“). We will agree on the details of your coaching program and you can start soon after.





# ECKHARD SCHÖLZEL & PARTNER IN NUMBERS

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>2000

## SATISFIED CLIENTS

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

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>40

## YEARS OF EXPERIENCE

Management positions,  
training, coaching,  
workshops, projects for  
developing high-  
performance teams

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3

## CORE COMPETENCIES

inspire  
design  
transform

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***The results speak for themselves – both in terms of figures and experience:***



# WHAT OUR CUSTOMERS EXPERIENCE

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



Prof. Dr. Ing. Stefan Weber

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

*"In just six months, Mr. Schölzel transformed the institute's approach from passive acceptance to active ownership and participation. Five years on, despite all the personnel changes, the positive change is still noticeable today, and everyone appreciates it."*



Wolfgang Knopp

Former Managing Director, Tomey Germany – Technology and Vision

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



Dr. Franz Irlinger

Deputy Director, MiMed Institute, Technical University of Munich



# WHAT IS STOPPING YOU NOW?



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

Answer: I don't offer psychotherapy. My training focused on occupational and organizational psychology. I now have more than 30 years of experience in leadership and collaboration.

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 for why things aren't working. You are more likely to achieve change with an organizational psychology coach who deepens your understanding of the players 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: So far, you have been burning a lot of money in opportunity costs: inconsistent personnel management, inefficient processes, individual wrong decisions, fluctuation.

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 necessary changes.  
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 small number of clients at any one time to ensure maximum depth and attention. If you would like to join, sign up now for an initial consultation with me.

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


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# LINKS & IMAGE CREDITS

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CV and skills profile: available upon request

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