

# Manage stably as a Leader



OFFER

Coaching for young managers

Eckhard Schoelzel, Munich



How to effectively lead yourself  
and your team effectively:  
Enable performance  
and foster team spirit  
through inspiring leadership.

# Increase your own and your team's performance



How you, as a "young" manager, can maintain balance in your life while not only maintaining but also improving your own performance and that of your team without resorting to pressure and power, thereby enabling inspired work.

1

You want to give your best and deliver results. To do this, you need effective and balanced self-management and employee management for a well-organized and motivated team.

2

As a manager, how can you increase motivation, openness, and trusting cooperation within your team when uncertainty characterizes the general conditions?



3

Many "young" committed people are entering management positions – often left alone with uncertainties, they struggle to contribute to success. Do you have to learn so much from your own mistakes and avoidable damage? No!

4

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

**Work smarter. People first.  
Clarity and skill make success easier.**



# WHAT YOU CAN ACHIEVE WITH ME

My clients report

- of deeper self-awareness, which has led to better decisions. Authentic leadership is attractive and ensures personal connection and support for your goals.
- Of measurable improvements in critical success factors.
- Inspiring others to achieve team performance instead of exerting pressure: dealing with challenges in an inspiring way, personal connection, and appreciative communication.

They experience that it is possible **to deliver top performance without burning themselves and others out**, thus avoiding inner and 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 MAKES THIS OFFER DIFFERENT

With me, you will find the right way to lead: more than just managing in the old style.

- What does leading mean more than managing?
- How do you gain authority—even with former colleagues or older team members?
- How can you uphold personal responsibility and co-creativity when uncertainty, complexity, and individual requirements increase?



Many offers on the market fall short because ready-made schemes are imposed on you as the coachee instead of making you the starting point and focus. What suits you – instead of "one size fits all?"

With us, you will work on your inner operating system, on the driving forces behind your goals.

Many offers on the market show you how you should be. With us, you will find out what you want and how you want it.

The methods have been proven successful by hundreds of managers in technical and scientific companies and startups—with lasting effects.

***Success and team spirit come and stay through a balanced leadership style that inspires others every day.***

You will work with me to develop your personal leadership system: forward-looking and immediately effective.

# WHAT YOU CAN EXPECT

I will guide you through an individual, personalized, and structured coaching process that will help you find your own path to "managing leadership."

Within 8 weeks, you will receive:

- Concrete ways to achieve results with minimal effort and high participation—without pressure, but rather with attitude and system.
- Understanding of leadership: Strengths and limitations of the "managing" style: A broader framework creates clarity:
- Clarity about your "inner operating system" with the unique VMI profile and the ability to control as a manager.
- Identification of three projects (process, product, team) that you can implement directly, making your coaching immediately effective.

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 these times can also be rather discouraging. It's time to secure a head start.

Most companies realize too late that culture changes with the signs of the times: 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 personal situation and your area of work.
2. Compact **leadership coaching** with you in the leading role: VMI profile and leadership psychology insights to develop a more comprehensive understanding of leadership in your practice.
3. Joint development of **encouraging, 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 approximately two months.

## And whatever else is needed.

You can request ongoing supervision on a building block basis.

<sup>1</sup> Three co-creative formats: e.g., processes, product/output, team



# 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 (jour 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 €7,250 as a one-time payment or 3 monthly payments of €2,500 plus German VAT and travel expenses, if applicable.

## NEXT STEPS

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

1. Book an initial non-binding consultation with me: no obligation, no costs, just your questions and my answers.
2. If you like, we can start with a trial session 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“).
3. 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

Own management positions, management training, coaching, workshops, mentoring

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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 CLIENTS EXPERIENCE

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*"ES's coaching was focused and straight-forward, appreciative and professional: precise and extremely effective. I gained clarity about leadership for my practice: vision and leadership style. Humor and life experience complemented the work with him to create an all-around perfect process."*



Sascha Nowak-Seymen

CASCINATION AG  
Production Manager

*"Mr. Schölzel knew how to motivate me as a coachee and get me out of my comfort zone. Thanks to his friendly but assertive manner, I was quickly able to warm to him and his methods. Conclusion: An outstanding coach with a great deal of empathy and a knack for knowing when to intervene."*



Geertje Tutschka

Former Manager, International Coach Federation

*"Coaching with Eckhard Schölzel was a transformative experience that promoted my professional and personal growth. Working with the VMI model was particularly enriching, sharpening my self-awareness and creating a clear connection between values, motivations, and goals."*



Dr. Stefan Prange

Siemens / EPO

# 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 teamwork design.

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

Answer: Experts often project their own way as universally valid. You are more likely to find your own "my way" with an organizational psychology coach who deepens your view of yourself, your team, and the environment.

Question: Soft topics/measurable results?

Answer: We look at your skills, priorities, and work preferences to combine and enhance performance with team spirit. Based on this we shall look at practice —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: A lot of money is burned through opportunity costs: hesitation in decision-making, discontent due to lack of appreciation and recognition, individual misjudgments, resignation, 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 personal effectiveness with personal growth.

Question: XYZ

Answer: Let's talk about your other questions!

***Check it out and dare to explore new perspectives with me! - [Find an appointment](#) here  
... for our first non-binding conversation: Your questions / my answers***



# 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.

***Effective management requires more than goal-oriented organization—leading yourself and others creates the inspiration to go the extra mile.***


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# LINKS & IMAGE CREDITS

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CV and skills profile: available upon request

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