

Manage stably as a Leader



Eckhard Schölzel

Certified psychologist,
Work and organizational psychology
– Leadership and cooperation –



OFFER

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

Coaching for young managers



INCREASE YOUR AND YOUR TEAM'S PERFORMANCE

How you, as a "young" manager, can maintain balance in your own 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 skills to ensure you have 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 ("VUCA world")?



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 through avoidable mistakes? – No!

4

Finding your own way to become authentically effective—that's why I developed this coaching program, which follows a central motif:

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



HOW TO CONTACT 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 averting internal and avoidable resignations in good time.

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 in the team when uncertainty, complexity, and individual requirements increase?



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 your coach to develop your personal leadership system: forward-looking and immediately effective.

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

With us, you work on your inner operating system, on the driving forces behind your goals, instead of copy/paste:

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.

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 "leadership management."

Within 8 weeks, you will receive:

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



PASSIONATE ABOUT GOOD LEADERSHIP!



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& 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 can initiate 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 manager 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: The basis is the VMI, internationally developed and scientifically validated, exclusively in the DACH region: precise assessment of personal priorities, their blocking implications, and possible perspectives – get excited!

I believe in people's goodwill and creative potential, and I am passionate about helping them develop. Leadership quality sets everything in motion! Let's get started!



WHY NOW IS THE RIGHT TIME

The context: We live in turbulent times: VUCA – the new reality creates uncertainty and can be discouraging. Artificial intelligence brings us tremendous opportunities, but also personal insecurity. It's time to stay ahead of the curve.

Most managers realize too late that culture changes with the characteristics of the times: First, surprising situations arise: an annoyed boss, a fired colleague, etc. Only gradually do people realize that reality has changed. Then disappointment, discontent, and ultimately consequences arise.

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 **leading manager coaching** with you in the leading role: VMI profile and leadership psychology insights to develop your comprehensive understanding of leadership and your practical skills.
3. Joint development of **encouraging, innovation-promoting structures** for your team¹ and the procedure 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.

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



YOUR COACHING PROGRAM



The program is designed for managers who want to not only manage leadership, but also shape it comprehensively.

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 €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 get some 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 (this €500 will be refunded if you say "yes").
3. We will agree on the details of your coaching program and you can start soon after.



ECKHARD SCHÖLZEL & PARTNER IN NUMBERS

>2000

SATISFIED CLIENTS

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

>40

YEARS OF EXPERIENCE

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

3

CORE COMPETENCIES

inspire
design
transform

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



WHAT OUR CUSTOMERS EXPERIENCE

"ES's coaching was focused and straightforward, 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."



Geertje Tutschka

Former Manager, International Coach Federation



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."



Dr. Stefan Prange

Siemens / EPO

"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."

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 approach as universally valid. You are more likely to find your own way with an organizational psychology coach who deepens your understanding of yourself, your team, and your environment.

Question: Soft topics/measurable results?

Answer: We look at your skills, priorities, and work preferences to combine and enhance performance with team spirit—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 insights. 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 them, 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 ESP & IMAGE CREDITS

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CVs and skill profiles: available upon request

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Own recordings