

# Portfolio

Die CoachingBeratung  
Berlin – Hamburg  
2023

**DIE COACHINGBERATUNG**  
Motivation. Performance. Satisfaction.



# AGENDA

- 1 Our vision, portfolio & company-profile
- 2 Our way of working
- 3 What our clients say about us
- 4 This is us!
- 5 How to contact us





# OUR VISION, PORTFOLIO & COMPANY PROFILE

Employees often don't use their full potential, leading to demotivation, low performance & dissatisfaction.

We want to change that!

OUR VISION

We want to **enable employees to recognize & use their full potential & strengths** so that they become **more motivated**, they **perform better** & feel more **satisfied**.



We enable individuals to **become the best version of themselves ...**



... & set the **base for creating a high performing team** leading to **motivated, successful & satisfied** employees.



Resulting in a **successful organization**, where people love to work & want to stay with.

# This is us! We combine the best of coaching & consultancy.

## THE COACH

**Nicole Zipse**  
(Dipl. Economist)

**Systemic Coach & Career Consultant**  
(DBVC & IOBC certified)

> 16 years working experience  
in **International Marketing**  
Sectors: FMCG, Pharma

Focus topics:

- **Executive coaching**
- **Team workshops**
- **Strengths-based leadership**
- **Career planning**

## THE TEAM



- > **4 years working together**
- > **200 workshops**
- > **1,500 hours of coaching**
- > **Passion, expertise & fun**

with our network partners:  
**Petra Padberg, Max Hunter, Valerie Kruck, Kevin Lussu & Dagna Lob**



## THE CONSULTANT

**Verena Vinke**  
(M.A. Intern. Business & Mgmt.)

**Consultant & Systemic Coach**  
(DBVC & IOBC certified)

**Consultant:** > 8 years of professional  
experience in consultancy  
**Sectors:** Telecommunications,  
Trade, Energy, Mobility, Insurance

Focus topics:

- **Organizational Development**  
(esp. New Work)
- **Transformation Management**  
(Change & Communication  
Management)
- **Strategy**



# Our Portfolio



## COACHING

- ✓ Individual Coaching
- ✓ Team-Coaching
- ✓ Career Consultancy (Outplacement)

## DIE COACHINGBERATUNG: The best of Coaching & Consultancy

## TEAM- & LEADERSHIP DEVELOPMENT

- ✓ Leadership-Coaching-Programs
- ✓ Team(building) Workshops



## CONSULTANCY

- ✓ Organisational Development
- ✓ Change & Comm. Management
- ✓ Strategy

### TOPICS

Self- & Time Management

Conflict Management

Team Performance

Strength's Approach

Feedback

Change Management

Presence & Storytelling

How to manage yourself & your time

How to deal with conflicts

How to create a high performing team

How to identify & work with your strengths

Giving & receiving feedback

How to set up for permanent change

How to successfully present yourself & tell your story

### PRODUCTS

# Our topics and products...

## TOPICS

**Authentic leadership**

**Team Vision**

**Self- & Time Management**

**Conflict Management**

**Team Performance**

**Strengths Approach**

**Feedback**

**Change Management**

**Presence & Storytelling**

How to become **the best leadership vision** of yourself.

How to develop a **Team Vision**.

How to **manage yourself & your time**.

How to deal with **conflicts**.

How to create **a high performing team**.

How to identify & work with your **strengths**.

**Giving and receiving** feedback.

How to set up for permanent **change**.

How to successfully **present yourself & tell your story**.

## PRODUCTS

# What makes us special

+ 25 years  
Professional  
experience

We **understand & translate** the **needs of our customers**. We **combine our experience & knowledge** (economics vs. business administration, corporate experience vs. management consulting, Marketing focus vs. HR focus) & use it profitably for our customers. We thus **ensure holistic and sustainable support**.

3 Levels

We offer our support on three levels:  
1. **Coaching**  
2. **Leadership- & Team-Development**  
3. **Consulting**

> 200  
Workshops

We offer our customers our experience from **more than 200 workshops** (since company founding)

> 3.000  
employees

Since the beginning of our foundation, we have been able to accompany more than **3,000 employees** during workshops & coaching on topics such as team building, strength-management, self- & time mgmt., conflict mgmt., change mgmt. & more.

> 1500 h  
Coaching

Since the beginning of our foundation, we have spent **more than 1,500 hours** with clients in **coaching**, supporting them to use their full potential.

1  
passion

We **share a common passion: People always come first for us**. We want to support them **unleashing** and **using their full potential**.







# 2

## OUR WAY OF WORKING

# Get to know more about **our way of cooperating** with our clients.



We love **co-creation** to achieve the best results possible



We need total **transparency** about processes & procedures



We are convinced that a **common vision** sets the base



We are convinced of **iterative adaptation**, maximum flexibility to constantly optimize



We ensure **regular feedback-loops** & close cooperation for optimal results



We ensure **sustainable concepts** that make scaling possible

# When holding workshops, the **HOW** is enormously important to us.



Short & interactive  
theoretical  
**impulses**



**Breaks** every 60 - 90  
minutes



**Ice Breaker** to  
energize  
participants



**Self-reflection** to  
identify personal values,  
motives and strengths



**Team activities** to  
strengthen the team-  
spirit



We as **coaches**  
**facilitate the change.**  
However, responsibility  
to change lies within the  
team



**Direct application** of  
what has been  
learned



And we never forget to  
**have fun**



## WHAT CLIENTS SAY ABOUT US

# Some references 1/3 ...

## FRIEDRICH VERLAG



"Working with Verena was a great enrichment!

A publishing house in the midst of transformation, many new heads and new structures - we needed support to find ourselves as a team in the leadership circle and to define leadership guidelines for us. The workshop that Verena held with us was a great start. More than that: We have made big steps and know what we want to work on and how.

The cooperation in the run-up to the planning was also absolutely pleasant, constructive and professional - and even after the workshop she continues to support us very helpful."

*Julia Reinking, Managing Director, Friedrich Verlag GmbH*

## T-SYSTEMS INTERNATIONAL GMBH



"I got to know Verena Vinke as part of our New Work project as a very reliable, goal-oriented and conscientious expert in the field of New Work. In her role as a consultant, she takes a very clear line with her directness, but is also willing to compromise. I appreciate her forward-thinking nature and her value-oriented actions. In her role as workstream owner, she has taken on motivation, responsibility and leadership. Our collaboration has always been very open, enriching, entertaining and inspiring."

*Jan Krellner, SVP Human Resources, T-Systems International GmbH*

## HERTIE SCHOOL



"Nicole from 'Die CoachingBeratung' organized and moderated our team retreat in October 2022. From the icebreakers to the teamwork and discussions, all the activities were carefully planned and masterfully implemented. It was a refreshing and memorable event that allowed us to get to know each other better - as humans, colleagues, and team members. Overall, the retreat was very helpful in identifying major strategic topics for the continued development of our team."

*Dr. Gabriel Tarriba Director of Curricular Affairs, Hertie School*

## BEIERSDORF



"I can only recommend die CoachingBeratung. Specifically, we worked with Verena from die CoachingBeratung. Together we co-created team workshops for our Corporate Sustainability Team. It was very important for us that Verena follows a very clear line and has an overview of the concept and at the same time includes our team dynamics. After our first team workshop, we could already see that the team had grown closer together and that the dynamics had changed positively. So if you are looking for someone who brings new ideas / impulses into a workshop and at the same time pursues the goal of "psychological safety", then you are exactly right here."

*Valerie Kruck, Global Head of CSR -Beiersdorf AG*

## Some references 2/3 ...

**VENT.IO**



▶ vent.io

"An open feedback culture is particularly important for the success of vent.io and our young, internationally composed team. With the support of Verena and Nicole during our feedback day, the common basis for an open error and feedback culture was consolidated. The focus of the varied, interactive and entertaining workshop was on raising awareness of the personal and cultural characteristics of each individual. Various 'feedback hacks' were established after the workshop and are already showing initial positive results." >

*Nhut Ajat Hong & Sven Siering, Geschäftsführer*

**MOBIMEO**



"It really was a fantastic leadership workshop and I learned a lot. You can put all my evaluation stickers to 100%. Thank you!"

*Patrick Groß, Engineering Lead, Mobimeo, on the strengthening of strengths workshop in the management team.*

**REWE MARKET GMBH**



**REWE**

"I can warmly recommend die CoachingBeratung for executives who want to lead and not to manage. Thanks to Verena's focused questions, sparring and tips, I was able to improve my leadership skills and understand my own leadership style more comprehensively. Through the coaching sessions, I have learned to define my own values more clearly, to better articulate my expectations of collaboration and my boundaries, and to give better quality feedback." >

*Anna Schöneberger, Senior Manager Data Driven Marketing, REWE Markt GmbH*

**WOMEN IN MOBILITY**



"At the Future Mobility Summit, we successfully worked together with die CoachingBeratung. The workshop format was professional and well thought through, the team engaged and the participants inspired." >

*Larissa Zeichhardt, CEO LAT Group*

## Some references 3/3 ...

### WEPA HYGIENE PRODUCTS GMBH



wepa

"Die CoachingBeratung helped us to get the best out of ourselves, but without making compromises at the expense of our own satisfaction and our work-life balance. With their workshop series on the subject of 'Self- and Time Management', our employees were enabled to set priorities independently, create the necessary freedom and maintain a certain lightness. Through an ideal mix of theory and practice as well as individual, group and plenary work, the two have brought us closer to numerous methods as well as tips & tricks for everyday life. >  
Thanks to the motivated, passionate workshop duo! Working with you was great fun!"

*Benjamin Weis, Lead Digital Transformation, WEPA Hygiene Products GmbH*

### ATRUVIA AG



ATRUVIA

"Controlling COMPLEX topics in a COMPLEX environment!!! - That is the core competence of Verena Vinke in my eyes. Because she has the extraordinary ability to break down huge topics into manageable packages in a complex environment, to get objectivity into emotional and political discussions and to steer a topic through end-to-end. Verena is the leader for me!!! Because she is able to define the goal, to get others excited about it and to take it with her! That's pretty much world class. If a company asked me, 'I can't handle VUCA, what should I do?' My answer would always be: >  
Just hire Verena Vinke from CoachingBeratung!"

*Lars Attmer, People Lead Employee Experience (MaX), Atruvia AG*

### DEUTSCHE BAHN



DB

"At the 1st virtual DB Day on the subject of New Work, die CoachingBeratung was able to give our managers valuable impulses for dealing with changes in the world of work. The program was professionally designed, offered varied methods and many examples from the corporate world."

*Catherine E. Goedecke* >

*Change Management and Future of Work, Deutsche Bahn*

### LAT GROUP GMBH



LAT

"I feel sorted and inspired by working with Nicole. Zipse. My goals are clear and I am absolutely motivated to tackle them."

*Larissa Z., CEO LAT Group GmbH*



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**THIS IS US!**





# VERENA VINKE

## Managing Consultant & Coach



### My conviction:

People who know their strengths, use them on a daily basis & develop them further are more successful & more satisfied.

**My objective:** I start with the personality of my clients & work strength-oriented to develop their full potential.

### Project experience (excerpt)

#### DOITNOW with servicenow, Deutsche Telekom AG

- Development & implementation of change strategy, change architecture, change roadmap and change toolbox
- Development & implementation of the communication plan

#### DB Office 365 rollout, Deutsche Bahn AG

- Design of workshop formats to strengthen collaboration in the digital age

#### innogize our work, innogy SE

- Conception, organization & implementation the process to changing the work culture.

#### New Workplaces, Tchibo GmbH

- Conception and implementation of modern working environments.

### Competencies

#### Project management:

- Responsibility for planning, successful implementation & monitoring of projects incl. leadership responsibility of project teams

#### Organizational Development:

- Accompanying & advising the process of change and further development of the company with the greatest possible participation of all those affected.

#### Change & Communication Mgmt.:

- Strategic & conceptual consulting with a focus on how to best shape the change & what communication is needed.

### Qualifications

- ACT (Akzeptanz- & Commitment Therapie),
- OKR Coach
- SAFe 4 Product Owner,
- SAFe Scrum Master
- SAFe Agilist
- PRINCE 2 Foundation
- System. Coach (DBVC zertifiziert)

### Languages

German	Native
English	Fluent
Spanish	Basic

### ★ Education:

Master of Arts International Business & Management  
Systemic Coach (DBVC certified)

### ♥ Focus topics:

Project Management, Organizational Development (New Work), Change & Comm. Management

### ✓ Professional experience:

> 8 years



# NICOLE ZIPSE

Coach, Career Consultant & Workshop Facilitator

“ **My conviction:** Within each individual resides a wealth of untapped potential, waiting to be set free. The key is unlocking this potential, releasing from inner barriers and revealing the extraordinary capabilities that lie within. A win-win situation for every employee and every company.

**My objective:** A world where everyone's journey leads them to their best selves, finding not just personal fulfilment and success but also contributing to company success.

## Project experience (excerpt)

### Leadership development programs, Mobimeo

- Development and implementation of leadership-development-programs (Authentic Leadership, High-Performing Team, Strengths-Based Leadership, Self & Time Management, Conflict Management).

### Intercultural team workshops, Maisons de Famille/ Dorea Family

- Development and implementation of team workshops to strengthen the intercultural team (board level).

### Executive workshop series: Successfully shaping the digital transformation, Deutsche Bahn.

- Conception and implementation of workshops with topics such as innovation culture, change management, communication).

## Competencies

### Executive coaching:

- Developing an authentic leadership style Topics among others: strengths-oriented leadership, interrupting hindering pattern, communication, conflict management, optimizing your presence, self- and time management.

### Career counselling:

- Career coaching identifying the best way for finding job satisfaction - topics: successful career planning, professional reorientation and new orientation.

### Workshop leadership:

- Conception & implementation of team workshops (communication, feedback, conflict management, Gallup Strengths Finder, self- & time management, high performing teams).

## Qualifications

- Master Coach (artop)
- ACT (Acceptance- and Commitment Therapy), (SIA)
- Career Consultant (artop)
- Systemischer Coach (artop)
- Project Management

## Languages

German	Native
English	Fluent
French	Basic

### ★ Education:

Economist  
Systemic Coach  
(DBVC & IOBC certified)  
Career Consultant & Master Coach (artop certified)  
Systemic Coach  
(DBVC certified)

### ♥ Focus topics:

Leadership development, strengths/ potential oriented coaching, interrupting hindering pattern

### ✓ Professional experience:

> 16 years





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# HOW TO CONTACT US

# We look forward to working with you!

## Verena Vinke


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