



# WORKING METHOD

In my experience over the years, a few helpful ways of working have proven themselves, which I have summarized here at a glance.

## OPEN

With all the important open W-questions - why, how, what? - we precisely analyse the state of affairs. Your CV, your job and, where necessary, your private life. We gather insights and strengths, which we gradually put together like pieces of a jigsaw? puzzle until a picture emerges: Your common thread.

## TRUSTWORTHY

Is it the way I conduct the interview? Is it my openness? My way of listening? Or is it a bit of everything? In any case, personal topics are brought up quickly and without pressure - facts, background information, self-assessments. That's good. That gets us further.

## DIRECT

Of course, we also come across topics that one would prefer to leave out. Everybody feels that way, but it is not very effective. Therefore - look at them, get to the bottom of them, accept them, deal with them.

## LOOKING AHEAD

Let's not fool ourselves: At a certain point you are on your own. Preparing, thinking ahead and adjusting to this very well is decisive - we do this together. I support and challenge you. Dosed and determined.

## PRAGMATIC

Change requires flexibility and discipline. I am uncomplicated in my cooperation. Instead of strict deadlines, I offer short-term coordination when necessary. Compliance where necessary, everything else pragmatic.

## EFFEKTIVE

This is where the management consultant in me comes through: no meeting and no project without a clear objective - only by setting objectives can we check whether the result is a good one.

## INDEPENDENT

This is a protected space for open talk, worries, humour. Sometimes also politically incorrect. One of my distinguishing features is my independence, I advise completely detached from the claims of third parties. And apart from your interests and my quality standards, I am accountable to no one.

## EXPERIENCED

I can't give you a guarantee, but I can give you a lot of experience. Of course, every cooperation is individual. Nevertheless, it helps to guide a client if you can draw from a pool of comparable situations and use the knowledge and insights gained in the past.