

DEVELOPMENTAL CONSULTING

Resolving conflicts and overcoming the desire for harmony



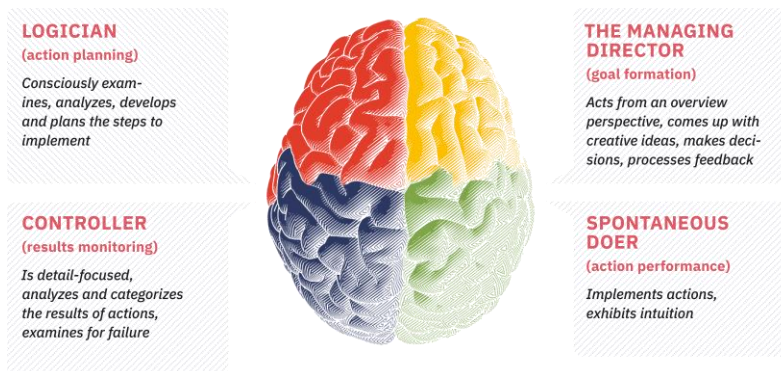
Objective

A strong desire for harmony often goes hand in hand with being overly willing to adapt, even at the expense of one's own needs. Conflicts are initially avoided, but this can eventually lead to feelings of failure, dissatisfaction, and resignation. Other factors that can complicate conflict resolution include communication uncertainties, one-sided perception habits, or black-and-white thinking. The aim of counseling is to uncover these potentially destructive patterns and teach effective communication skills for resolving conflicts in a way that benefits all parties.

Approach

In developmental consulting, the potential long-term effects – like disregarding one's own needs – thus highlighting the need for change. The coachee then realizes that the route to increased contentment involves pushing themselves past their comfort zone.

At this point, the coachee's personal reservoir of experiences can be tapped, their individual patterns reflected upon, and appropriate solutions defined. Providing empathetic guidance, coaches assist coachees with the step-by-step application, evaluation, and expansion of their newly found strategies.



Outcome

Realistic outcomes of our development-oriented consulting services after three sessions include:

- Motivation for change
- Identify potentially destructive behavior patterns
- Build self-confidence
- Explore new options for taking action and gain the confidence to try new things
- Initial successes help reinforce new behaviors



Scope

- Conducting the scan.advanced analysis of potential, which includes a two-hour meeting to discuss and reflect on the results (if not already done)
- One-hour goal clarification meeting with the coachee and management/HR, which involves aligning the development goals with expectations regarding coaching
- Three coaching sessions spaced 3–4 weeks apart, with each session lasting approximately 2 hours (including goal refinement with the coachee)
- Producing a written report detailing post-coaching input on development ideas, incorporating insights derived from personality diagnostics and consulting
- One-hour closing discussion with the coachee and management/HR
- Follow-up session (2 hours) approx. 6 months after coaching has been completed
- All sessions can be conducted in person or online