



# COACHING PROFILE

## Nicole Hövel

### QUALIFICATION

Master of Psychology (LMU Munich), Organizational Psychology and Human Resources  
Certified Systemic Business Coach and Team Coach (SBC® and dvct ®)  
Certified Trainer & Mediator (Zwerger & Raab®)  
Certified Scrum Master (Scrum.org ®)

### BACKGROUND

For many years I had worked in HR development as well as in the management training industry. My focus is on organizational and team development, international leadership and communication. In 2009 I started my own business as a coach and leadership trainer. In addition, I worked at the University of Munich (LMU) for the department of personality psychology as a research fellow and lecturer.

### MY APPROACH TO COACHING

Contrary to a consultant I will not give you those good pieces of advice, but first listen closely and ask questions. Together we will approach your topic from various perspectives. I might challenge your patterns of thinking and acting. Throughout the whole coaching process your goals are my guidance. In a trustful environment you can develop solutions that really fit and work for you. This enables you to access your full potential and approach the really important goals in your (business) life with motivation, energy and pleasure.

As your coach I am at your side with an open-minded attitude, curious, appreciative and authentic in my way. You can expect full confidentiality, honest feedback and an understanding for your business matters. I follow a so called systemic and constructive coaching approach, using among others visualization, role plays and symbolic constellations. Coaching sessions are held in German or English language, face-to-face or virtually.

### SITUATIONS IN WHICH I CAN HELP YOU AS A COACH

- Leaders taking over new roles within the organization, including first time managers
- Managers or leaders in change or decision making processes
- Any person in conflict or crisis within business contexts
- Individual supervision to increase resilience or to return to work after sickness leave
- Coaching before or after assessment / development centers
- Psychological testing / diagnostics