



COACHING PROFILE

Nicole Hövel

QUALIFICATIONS

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

BACKGROUND

For many years I had worked in HR development as well as in the management training industry. This experience has taught me to look at people and organisations with a systemic view and thus to better help them transform and develop. Working at the University of Munich (LMU) for the department of personality psychology as a research fellow and lecturer has truly sharpened my analytical skillset. Throughout the last 15 years I had the honor to support more than 70 companies globally, help their teams excel and individual contributors to thrive. In my role as business coach and leadership trainer I have a passion for people in business, for international leadership topics, for emotional intelligence and virtual collaboration. Most of all, my heart has been warmed and widened by my loving family and by working with refugee helpers in Bavaria.

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 reflect and develop solutions that really 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, sparring partner and sounding board 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 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