

# Making good personnel decisions and successfully releasing employee potential



**Nadja Henrich**

**Consulting and coaching for your personnel management**

Making wise personnel decisions, strengthening attitude and action skills, unleashing potential – and all on a scientifically sound basis: this is exactly where my skillset and my many years of expertise as a consultant and coach, directly from the field, can put your business on the right path. My focus is on the **three key aspects of successful HR policy**.

## 1. Safeguarding intuitions when making personnel decisions

What are the true strengths of your applicant? Where are their "weaknesses", issues, and areas for development? With my value-based potential analysis "profilingvalues" **you will gain absolute clarity** and remove the guessing work; revealing **pros** and **cons** that you **cannot** uncover in any job interview, no matter how well conducted.

## 2. Unlocking the skills and potential of specialists and managers

How do your top performers develop their personalities in a targeted manner? How do your managers fulfil their roles convincingly and successfully, and expand their skillset into what is required for contemporary leadership? With my **individual coaching**, I guide your top performers in expanding their **ability to reflect**, develop **key competencies**, learn new **behaviours**, and improve their **self-management skills**.

## 3. Turning good individual players into strong teams

How do you (re)instill the necessary "all pulling together" spirit in your team? How do you enable individual players to shine and still become solid team players? How do you break down departmental thinking that is hindering your ability to achieve more efficient overall performance? In my team development programs, I work on **operational topics and issues** and the **future direction** of your team. This will strengthen collaboration, interaction, and the satisfaction of your team members **in the long term**.

**Nadja Henrich: Professional. Empathic. Clear.**

Why should you work with me? Because in times when anyone can call themselves a coach or consultant, what counts above all is **sound expertise**, a **variety of methods**, a proven track record, and **personal integrity**. And you will find this in **three** ways with me: in **coaching**, in **counselling** and at **company level**.

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I have worked for **over 20 years** in executive and management positions, including as a **division manager and member of the extended management team**, as well as an **HR expert**, specialising in personnel development and personnel selection. I have been training intensively and professionally as a consultant and coach since 2008:

I am a **senior coach with the DBVC** (Deutscher Bundesverband Coaching e.V.) and **IOBC** (International Organisation for Business Coaching), a member of the coaching association Introvision Association e.V., **a long-standing expert in the values-based potential analysis profilingvalues** and a **certified ZRM® coach** (ISMZ). Qualifications that speak for themselves and demonstrate my vast expertise.

With this **prominent level of methodological proficiency**, I can support you professionally, clearly, and empathically in making wise personnel decisions, strengthening managers for their roles, developing teams, and successfully unleashing employee potential.

## **My training and further education (excerpt)**

Psychology of change - emotionally intelligent coaching and emotional intelligence (Dietz Coaching, coaching training recognised by the DBVC and IOBC), Certified ZRM® coach (ISMZ) , Introvision Coaching (dehner academy); Process consultant - designing communication and change processes (ComTeam), Expert Business Coach-CoachPro® (Perspektivenwechsel); Certified expert profilingvalues, Solution-oriented counselling and conversation (Systemisches Institut Augsburg), Certified HR manager (Haufe Akademie)

## **References (extract)**

Ageneo Life Science Experts, Ammer & Kaduk Oberflächentechnik, Bausch+Lomb, Bausch+Lomb Swiss, Continentale Versicherungsverbund, EWR, FOKUS7, Haufe Akademie Coaching, Hieber, Interflex, KASAI Group, LEONHARD WEISS, Lindner Sprühsysteme, SimonsVoss Technologies

## **Are you ready to unleash the full potential of your workforce?**

Contact me for a personal consultation and together we will clarify how we can best fulfil your request.