

**ORIENTATION
CLARITY
FOCUS**



DER WINDISCHBACHER
•• BUSINESS COACH ••

MY SERVICES

COACHING

Professional athletes have coaches who help them optimise their performance. The same is true for exceptional people in business. I support leaders and teams who want to maximise their potential.

Systemic coaching is an effective, targeted method of boosting personal and professional development.

I apply it to champion a new league of leaders who can skilfully meet the current challenges in the labour market.

I have held various management positions myself for many years, where I was in charge of both national and international teams.

Likewise, my clients comprise managers, aspiring managers and teams from many different sectors of business and industry.

I strive to always bring out the best in people to help them achieve their goals. This is reflected in my motto: Direction – Clarity – Focus.

Coaching involves taking time for yourself.

Focussing on one's own development without smartphones and other distractions.

Taking time out from the daily work routine.

COACHING

Here are a few reasons why my clients have chosen coaching:

- To develop their leadership style
- To foster conflict management in their company
- To improve their communication skills
- To practise self-reflection and define goals
- To boost their own productivity
- To ensure mindful self-management
- To strengthening their self-confidence
- To learn to apply positive leadership
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The coaching process

•Step 1

First, we take time to get to know each other. This can take place online or by phone. In this free introductory meeting, we will talk about your challenges and goals. Together, we will assess your needs and define the next steps.

Step 2

If you decide to work with me, we will together immerse ourselves in your working environment. For each of our sessions, we will define a goal that we will work on together using a solution-oriented approach.

Self-reflection, exercises and professional input will provide you with the tools to transfer the solutions to your work environment. I will email you a summary after each session.

My goal is to support you in achieving self-effectiveness.

COACHING

Frequently asked questions:

Where will we work?

I am active throughout Austria.

My home base is Graz, in the City Tower, Brückenkopfgasse 1.

I am also happy to come to you on site, or we can work online via Zoom.

How often should I attend coaching sessions?

That depends entirely on your needs, expectations and goals. On average, my clients come to me once a month.

Each coaching session takes 60 minutes. Many clients also take advantage of my cost-effective hourly rate packages.

What methods do you use?

Modern coaching tools

Systemic coaching

Provocative coaching methods

Self-reflection

Positive psychology tools

Positive and mindful leadership

PERMA-Lead 360®

and humour, because only he who laughs learns

TEAMS

These are simple means of developing teams and organisations in a respectful way. They're all about achieving specific goals in concord with the customer.

They offer a suitable setting for small or, if necessary, larger groups, for questioning familiar processes and exploring new avenues. A large choice of available methods allows participants to kindle new potential with honesty and respect.

Team building and a good team culture are essential for meeting today's challenges, be it in day-to-day business or in sports. Teams often benefit from talking to someone on the outside about current challenges, which allows unpleasant topics to be broached without consequences. This promotes team spirit and releases your employees' potential to achieve new goals. It also furthers effective communication and helps resolve conflicts and find solutions. The emphasis here is not on failings and shortcomings but on each individual's strengths.

I am also provide ongoing team support to guarantee success after the strategic workshop.

I work with sports clubs at national league level and with international corporations.

All coaching and workshops can also be held in English.

WORKSHOPS

Topics

- **Positive and mindful leadership**

Effective and efficient team leadership

Mindfulness in everyday leadership

Understanding and applying the PERMA leadership approach

Good self-management

Preventing burnout

- **Self management and time management**

Find your way of dealing with time

Identify your “thieves of time”

Get to know four modern time management tools

Practise mindfulness to boost self-competence

Learn to use your smartphone smarter

- **Communication and conflict management**

Understanding communication patterns

Questioning your own communication and discovering new possibilities

Learning and applying communication tools

Dealing with emotions

Turning conflicts into opportunities and ensuring a positive outcome

- **Negotiating skills in day-to-day business**

Communication before, during and after business negotiations

Effective preparation – points to consider

Getting the best deal for my company

Separating fact and emotions – being tough on issues and friendly to people

BATNA /WATNA – Harvard Principles of Negotiation

ABOUT ME

I am Richard Windischbacher, born 1978 in Graz.

After graduating from the hotel management school in Bad Gleichenberg, I focussed on hotel and destination management both in Austria and abroad for the past 20 years. This gave me the opportunity to build and lead national and international teams of different types and compositions.

After successfully completing my training as a systemic coach and consultant, I decided to leave my former profession and dedicate myself to my new passion of coaching individuals and teams. As I set great store by professional development, I attend training courses throughout Europe at least three times a year.

I always incorporate your visions and ideas into my coaching sessions. I like to pass on my knowledge and teach in the Systemic Coach diploma course at WIFI.

My private passion is music, which I live out as a bass player (blues/rock) in various bands.

My sporting interests are basketball (NBA, BBL), ice hockey (NHL, EBL) and motor sports (F1). You can learn a lot about good leadership from sports ;-)

And I have discovered the joys of jogging, which I do several times a week. Fascinated by the challenge of and atmosphere at sporting events, I regularly take part in marathons. The positive feeling of having mastered a big challenge motivates me to go ever further.