



DER WINDISCHBACHER

•• LEADERSHIP & MANAGEMENT TRAINING ••

Executive Coach | Trainer | Consultant

For the past eight years, I have been working nationally and internationally as a systemic executive coach, consultant, and trainer. Before that, I held leadership positions for 14 years, managing both local and European teams. These hands-on experiences shape my approach today: I know the challenges leaders face on a daily basis—and how they can intentionally develop their leadership skills.

In my work, I consistently integrate elements of Positive Psychology and apply modern, evidence-based methods to create sustainable and practical solutions for my clients. Additionally, I am a core faculty member of the systemic coaching program at WIFI Graz.

The 5 Key Success Factors for Leaders:

Clear Communication

Precise messaging and active listening are the foundation of successful leadership.

Empathy & Emotional Intelligence

Understanding your team helps you motivate purposefully and build strong, lasting relationships.

Decision-Making Competence

Leadership means making clear and thoughtful decisions—even in times of uncertainty.

Conflict Management Skills

Constructively navigating different viewpoints fosters a productive work environment.

Self-Reflection & Ongoing Development

The willingness to work on yourself is the key to long-term success.

My Services

Workshops & One-on-One Coaching

I support leaders and teams in unlocking their potential, overcoming challenges, and systematically enhancing their capabilities.

I deliver my expertise in an interactive, hands-on format through:

Leadership Trainings on topics such as:

- Appreciative communication as a leadership tool
- Identifying and resolving conflicts
- Developing leadership skills – Discover your personal leadership style
- Time and self-management
- Strategic thinking and decision-making
- Team management – Building a high-performing team
- Burnout prevention and resilience
- Systemic coaching for personal development





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Facilitation of Offsites & Team Coaching

Offsites and team coaching sessions are powerful tools for developing organizations and processes. Together with my clients, I define clear objectives to be achieved through structured, focused sessions.

- **Structured Reflection & Realignment**
I provide a safe space to challenge routines and design new paths forward.
- **Honest & Respectful Communication**
Participants are encouraged to speak freely, while I ensure a professional and appreciative dialogue.
- **Hands-On and Agile Methods**
My toolbox enables participants to find sustainable solutions and gather new, inspiring impulses.
- **Seamless Process Support**
From preparation to facilitation to follow-up, I offer a structured and professional approach.

Whether in corporate settings or the world of sports: many teams benefit from speaking openly with an external facilitator about current challenges. Sensitive topics can be addressed without fear of consequences. This encourages:

- ✓ Stronger team spirit & collaboration
- ✓ Conflict resolution & improved communication
- ✓ A strengths-based perspective instead of a deficit mindset
- ✓ The development of new goals & strategies

I work regularly with both top-tier sports teams and international corporations and can conduct all sessions in fluent Business English upon request.

Facilitated Conflict Dialogues

Facilitated conflict dialogues provide a structured space where parties in conflict can express their perspectives, develop mutual understanding, and work together to find sustainable solutions.

The focus lies on neutrality, active listening, and targeted systemic questioning techniques that open up new perspectives.





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By using systemic tools such as circular questioning or reframing, patterns are made visible and alternative courses of action emerge. This creates a constructive dialogue that not only de-escalates the current situation but also strengthens participants' long-term communication and conflict resolution skills.

Please feel free to contact me at any time with questions or inquiries.


Richard Windischbacher

Positive Leadership & Management Training

Systemic Coach

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