

LEADING TO SOLUTIONS

NEW APPROACHES IN LEADERSHIP AND MANAGEMENT

Leadership-Development | Team-Building | Executive Coaching



PREFACE

NEW APPROACHES IN MANAGEMENT
LEADERSHIP TODAY LEADING TO SOLUTIONS
LEADING FROM FUTURE YOUR ADVANTAGES

NEW APPROACHES IN LEADERSHIP AND MANAGEMENT



The expectations and demands placed on leadership have changed dramatically. Constant changes, knowledge-based work and highly communicative networks define the workplace today. Employees desire individual empowerment and want meaningful, self-directed tasks. They often possess more specialised expertise than their leaders. As a consequence, previously known and applied leadership concepts, which might have worked well in the past, simply do not apply today. Many popular leadership models and styles (for example, “*Situational Leadership*”) have now been proven, both scientifically and in practice, to be unsustainable and irrelevant.

As in the past, most leaders concentrate on problems, difficulties and their analysis, rather than concentrating on solutions. Additionally, immense complexities and acute time pressures prevent a departure from learned behaviours and patterns – and time to think “*out of the box*” does not exist. Linear cause-and-effect

thinking resolves complicated technical problems, yet for non-technical systems, such as organisations or teams, these thought processes prove themselves to be unproductive and inefficient. Every company today is unique, so standardised concepts, as well as best practice methods, are often simply not adaptable enough and cannot be sufficiently implemented. Because these approaches are very rarely repeatable, the expected results mostly fail to materialise.

The Systemic Solution-Focused management model offers a helpful and pragmatic alternative. It merges the research knowledge of many scientific disciplines (for example, neurology, sociology and psychology) into a completely new approach: the solution to a complex problem is no longer sought through complex models, but rather forged on the path to “*Simplicity*”.

Acquaint yourself with this approach quickly and integrate it easily into your every daily working life through seminars, workshops, development programmes or coaching that are custom designed to your situation.

LEADERSHIP TODAY – CHALLENGES

Service for business success

One of the main purposes of business is to find solutions to specific problems. Management is a service that secures the company's profitability, which is vital to the very survival of the company. Success, however, is defined very differently, depending on the sector and field of responsibility. Therefore, it is essential to agree in advance on the criteria for success.

Cooperating on decisions is a must

Leadership means making decisions. Yet, in a complex and volatile environment, insecurities can also play a role. Additionally, people in leadership positions often no longer rely on their expertise alone, as employees often possess more expertise than they do. The process towards finding a solution has become more complex: to secure business success, employees need to be integrated. A divergence from any autocratic management style is unavoidable.

Leadership is not an individual sport

Leadership is not an end in itself, but rather a vehicle to supporting people to succeed in specific situations, with the resources and strengths available to them. Until now, training managers has taken place almost exclusively on an individual level. This approach, however, negates the fundamental principle that success is a collaborative endeavour, not an individual one. To borrow a comparison from sport, "business" is a team sport – however, leadership is often viewed and executed as an individual sport.

Success is a collaborative endeavour

To increase the quality of leadership and to secure business success means to optimise the processes around teamwork and interactions. Leadership competencies, which allow for the empowering of employees on the one hand and the communal realisation of tasks and goals in an efficient way on the other, are indispensable.

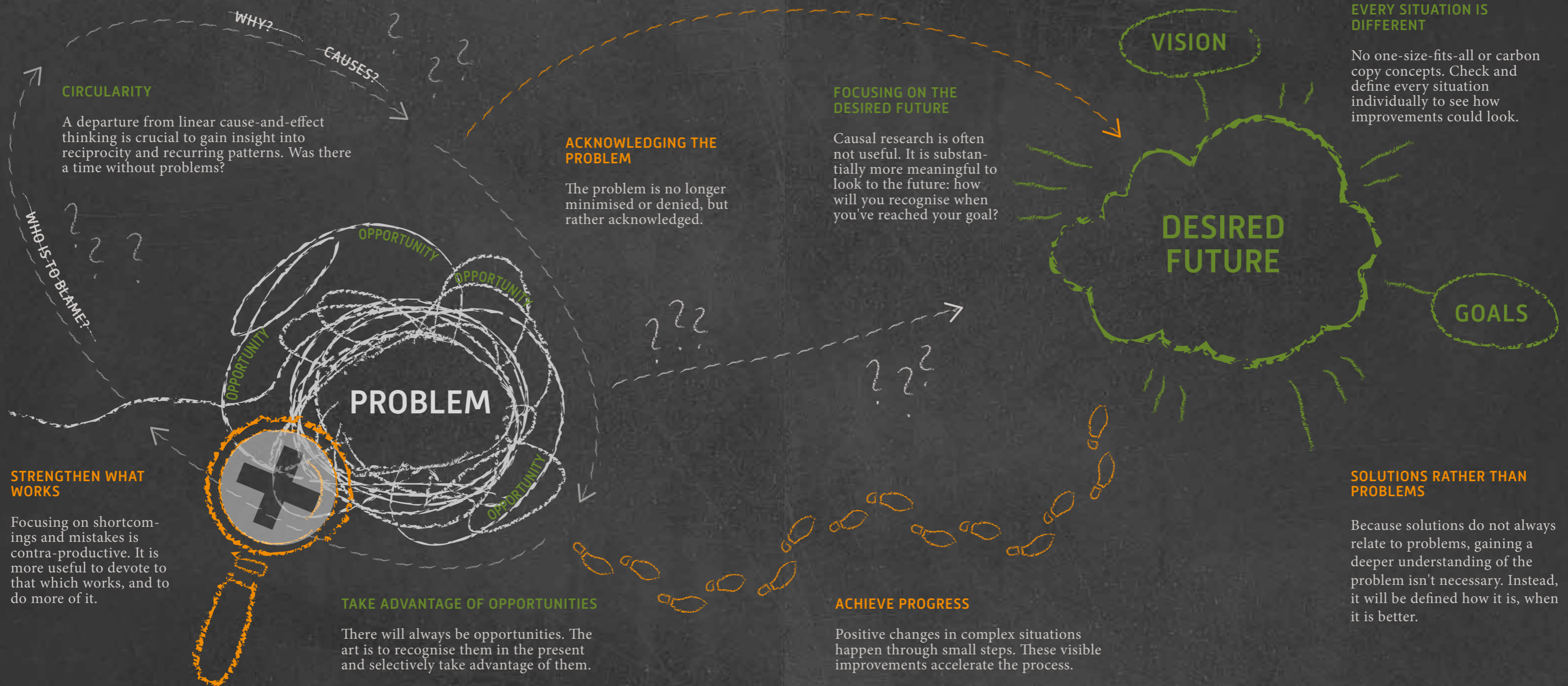
LEADING TO SOLUTIONS – WAYS OUT OF THE LABYRINTH OF PROBLEMS



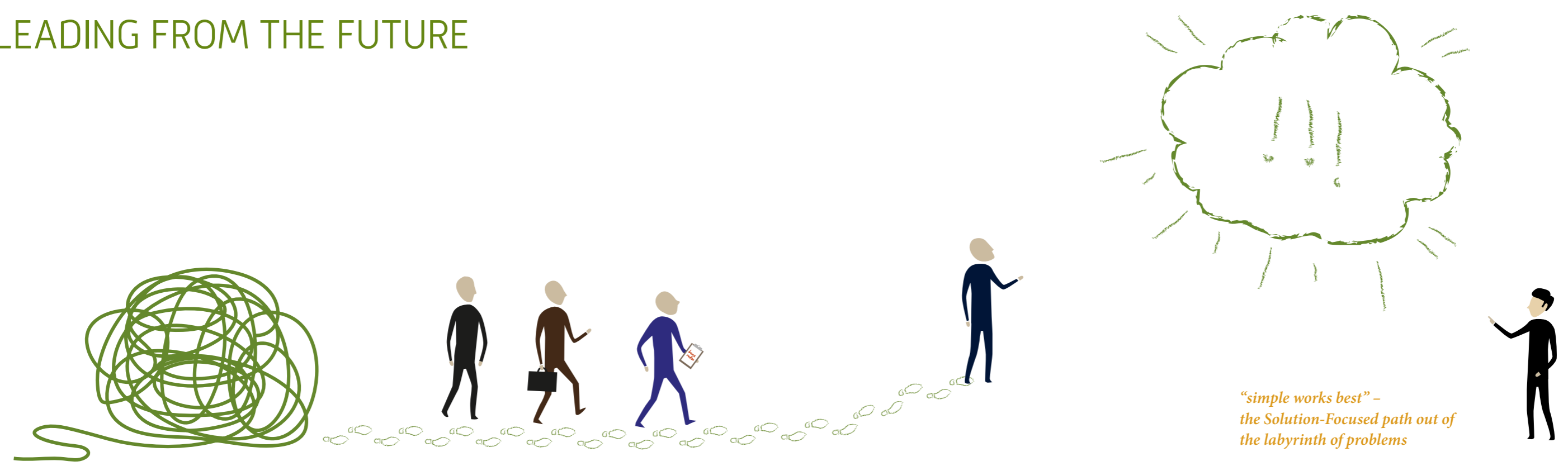
The Systemic Solution-Focused management model is based, amongst other things, on the findings of the new systems theory, hypnotherapy, complexity research and group simulation procedures, and it is supported by the latest research in neuroscience. The central and radical "new" of this approach is an avowal to *simplicity*. To operate successfully in complex situations, it

is not always useful to try to understand them. However, it is useful to focus on that which is already working well and to do more of it to achieve progress. In this context, solutions focusing means the recognition and strengthening of positive differences.

So you arrive with speed and agility at the best possible solution, whilst developing along the way to the desired destination



LEADING FROM THE FUTURE



Fast
Structured advances and focusing on solutions allows you to quickly realise the desired changes.

Agile
Complex processes are easier to structure and implement. You can react with more agility and flexibility to developments and changes.

Clear
You win security and oversight in complex, unmanageable situations and problem areas.

Motivating
Focus on what works and on immediate achievements that create visible progress and have a motivating effect on employees.

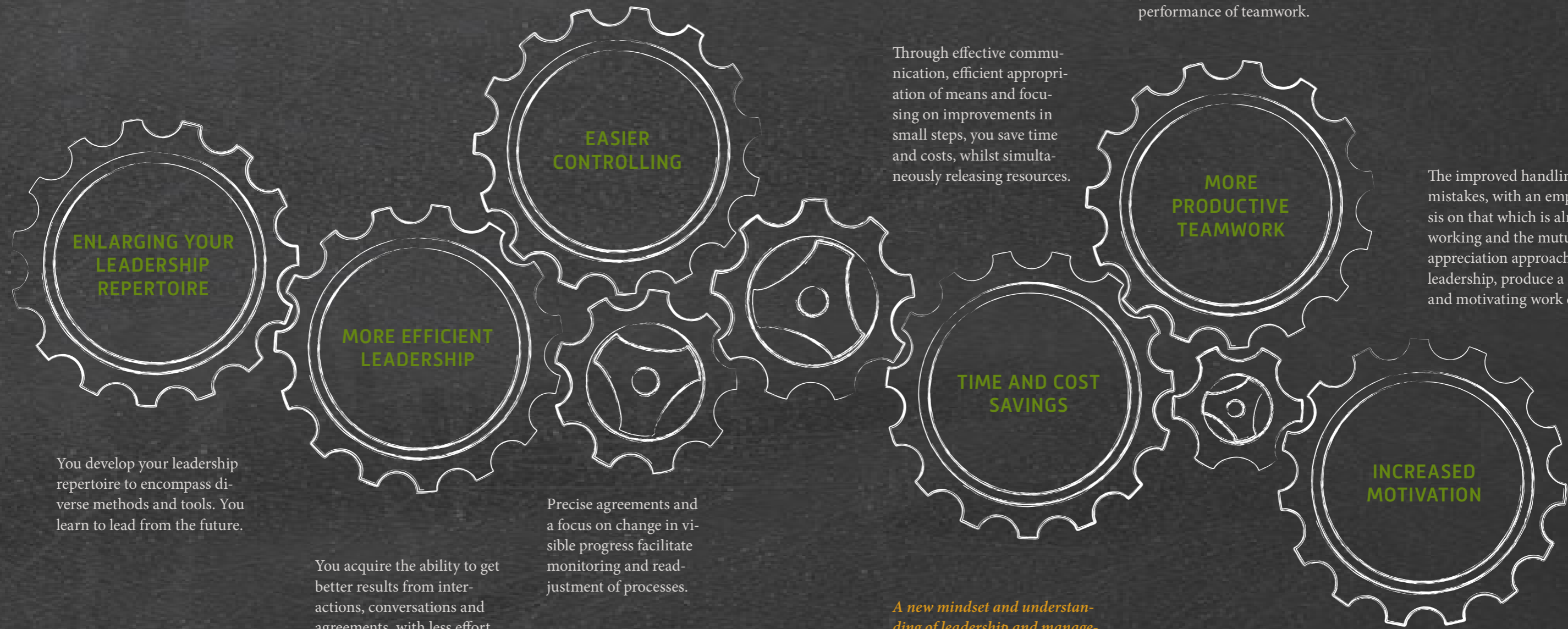
Strengthening
Company and team resources and competencies become visible, reinforcing trust and reliability.

Pragmatic
The focus on noticeable actions and improvements helps to successfully achieve goals and desired results.

Action oriented
Focus on concrete actions, so that you know what you will do differently in the future.

Comprehensive
Additionally, the reactions of important stakeholders such as clients and other company entities flow into the analysis.

YOUR ADVANTAGES



You develop your leadership repertoire to encompass diverse methods and tools. You learn to lead from the future.

You acquire the ability to get better results from interactions, conversations and agreements, with less effort.

Precise agreements and a focus on change in visible progress facilitate monitoring and readjustment of processes.

Through effective communication, efficient appropriation of means and focusing on improvements in small steps, you save time and costs, whilst simultaneously releasing resources.

A new mindset and understanding of leadership and management for a successful future.

Precise agreements and individual empowering of employees improves the quality and performance of teamwork.

The improved handling of mistakes, with an emphasis on that which is already working and the mutual appreciation approach to leadership, produce a creative and motivating work climate.

SERVICES

FOCUS LEADERSHIP VISION & MISSION FOCUS TEAMWORK FOCUS EXECUTIVE COACHING

FOCUS LEADERSHIP



Leadership to solutions

Develop managerial strength to react deftly and effectively in dynamic and complex environments. In the current workforce, a manager must not only have the specific competitive environment, new communication forms and the

expectations of their clients in their minds, but must also perfectly master the balancing act between employee and task orientation. This is possible only via cooperation with committed employees, who can contribute their knowledge and strengths.

For success, the following factors have proven to be indispensable:

Leading means communicating: through Solution-Focused moderation skills, you can communicate with ease and precision on all levels.

Leading means making effective agreements: define mutual goals with employees in such a way as to make them easy to implement and control.

Leading means empowering: situational support for your staff that is both purposeful and personal by means of Solution-Focused coaching skills.

Leading means finding solutions: use the experiences and knowledge of employees to create sustainable solutions.

Leading means achieving collective results: unite highly specialised employees into a strong performance oriented team.

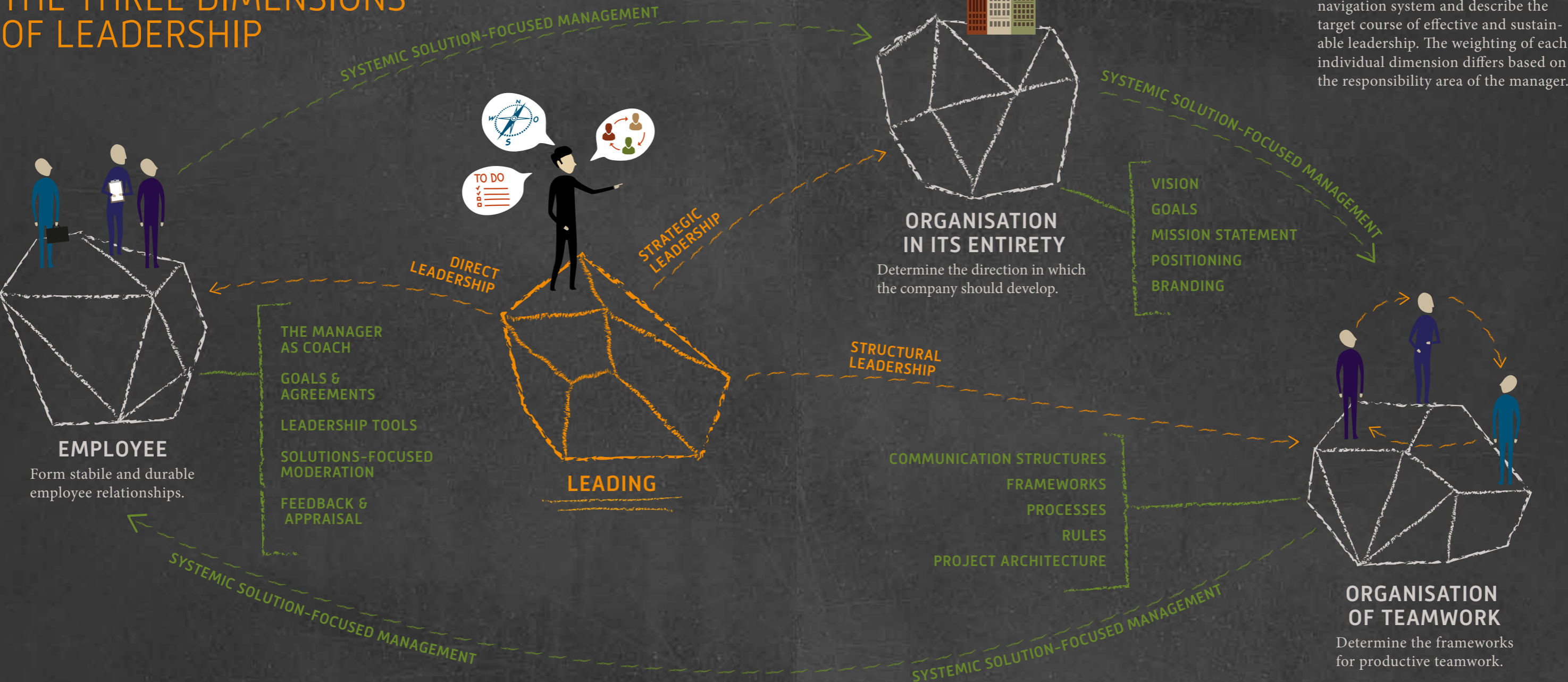
Your benefits:

- > achieve better results with less effort
- > higher levels of personal satisfaction as a manager and more committed employees
- > precise and effective communication
- > effective new management tools and methods

Formats:

- > Development programme for emerging managers, team leaders, specialists and colleagues who become managers
- > Thematic intensive seminars / workshops for experienced managers or executives
- > Individual development programme for individual people

THE THREE DIMENSIONS OF LEADERSHIP



FOCUS TEAMWORK

Cooperation to Solutions

It is well known that poor teamwork costs companies substantial money and creates frustration for everyone involved. Good teamwork is not created by itself, it must to be designed and organised. The goal is optimal cooperation and a powerful team fabric. For effective teamwork to exist, the following factors are critical:

- > suitable framework conditions
- > binding rules
- > open and efficient communication channels
- > flexible mutual support
- > fast, mutual solution finding

Together with your team, find the suitable structure to best collaborate to achieve a results-oriented culture that leverages individual strengths and resources. Teams of highly specialised employees, in particular, need an appropriate balance between individual creative freedom and proper, overall results orientation. Furthermore,

they need to make binding agreements that are respected – this is an essential factor to success, not only for project-based work. You recognise the varying potentials and the diversity of knowledge, skills and experience in the team and their role in the future success of the company, as well as how you can use this heterogeneity creatively for more innovative services.

Lead out of the labyrinth thinking to improve productivity and performance, and grow together in the desired direction.



Your benefits:

- > more efficient and effective information flow
- > more productive handling of differences
- > quantitative and qualitative improvement in results
- > committed teamwork and motivated working atmosphere

You improve the ability to quickly find solutions as a team to conquer future challenges faster and easier.

Formats:

Depending on the issue, in the form of:

- > team coaching and team development
- > seminars on particular topics

FOCUS VISION AND MISSION STATEMENT



For you as a business owner, manager or executive, it is essential to formulate a clear vision of where you want to go and what is important to you. This vision of the desired future defines, firstly, the foundation for all strategic guidelines and, secondly, sets the outward orientation – for

customers and other market players, as well as the inward approach for employees. Here, certain aspects of the external perception (such as brand positioning) or the desired internal perception (such as corporate values) also can be emphasised.

This approach allows you to view your current situation from a future perspective, and to define your goals, and the next important steps, quickly and pragmatically.

You also determine the necessary resources and skills, and test the reactions of relevant factors

such as employees, competitors etc. Simultaneously through this creative analytical process, you develop concrete ideas on how the vision or mission statement can be effectively communicated and brought to life in your company.

So it becomes much easier in the future for you and your employees to make decisions to the benefit of the vision or the mission statement.

Your benefits:

- > vision / mission statement through organic development suitable to your company
- > multidimensional observation of the current situation and the desired change
- > definition of concrete action items
- > recognition and better utilisation of resources, skills, strengths
- > ensure confidence in communication and internal implementation
- > provide clear orientation and guidance for employees with difficult decisions

Proven method:

1. Preliminary investigations and interviews with the relevant people
2. Management retreats to define vision / mission statement
3. Support during the implementation, through workshops and / or coaching

FOCUS EXECUTIVE COACHING

Your personal accompaniment to solutions

Coaching is the most effective measure to break the most challenging leadership situations out of the maze of existing routines and to achieve your goals quickly and easily. If one of the following situations applies to you, you will certainly benefit from coaching:

Challenge: you hesitate and do not dare to take the next step?

- > You assume a new position, a new team or new management tasks
- > You develop product concepts, business models and, therefore, require support
- > You need to build new structures, business units, locations
- > You need support with restructuring or change processes
- > You want to expand your skills or develop personally

Stagnation: you simply can't move forward?

- > You work hard, but don't move from the starting line
- > Conflicts and tensions hinder your work
- > You are all too often a fire-fighter – rather than acting proactively
- > You are motivated and willing to work, but are trapped in routines and structures
- > You feel uncertainty and lack confidence in certain situations



Your benefits:

You see situations and actions from a *new perspective* and gain *clarity* fast (for example, regarding blind spots). Strengthen your individual qualities and *potential*. Easily gain *more confidence* in yourself and your environment.

Through the *acquisition of new skills*, behavi-

oural and management options, as well as the changed behaviour patterns, it is *easier for you* to arrive at solutions and to elaborate on a strategy targeted to you, your goals and visions. Thus, you take hold of the reigns once again.

Procedure:

Your issues and requests will determine the time frame and the intensity. This can range from a single session to a casual accompaniment over an extended period of time.

I would be very happy to provide you with an individual quote for your coaching process.

PROFILE

AT A GLANCE SHORT BIO WHAT
CHARACTERISES ME THE ORIGIN

AT A GLANCE



INGO SCHMÖKEL
*Executive Coach and Organisational
Consultant, Specialist for Brand
Leadership and Communication*



QUALIFICATIONS

- > Certified Systemic Organisational Consultant by SySt®, SySt-Institute
- > Certified Solution-Focused Consultant, SySt-Institute
- > Certified Business Coach CoachPro®
- > Professional training courses on systemic consulting, leadership, team building, mental training
- > Advanced Training in hypnotherapeutic communication, SySt-Institute
- > Practitioner Neuro Linguistic Programming (DVNLP)

EMPLOYMENT BACKGROUND

- Coaching & Leadership**
Since 2010, executive coach and systemic organisational consultant
- Leadership & Communication:**
Co-founder and CMO for media company TIMM, DFW Deutsche Fernsehwerke GmbH, Berlin
Manager for communication and brand strategy in TV production
- Leadership & architecture:**
Supervisor, employee in architectural offices

FOCUS

- Leadership Development
Coaching of executives, entrepreneurs and creative professionals
Team building, team coaching
Accompaniment of visions and strategy development processes
Advising start-up companies

ACADEMIC

- Systemic Management,
TU Kaiserslautern / Management Zentrum Witten (MZW)
Communication and Planning,
University of the Arts Berlin
Architecture, Technical University Graz

SHORT BIO



My entire professional life has focused on my ability to visualise to others the intangible and the incomprehensible – in effect, something comparable to an architect who must transform the ideas and desires of a building owner into a real object. Many of these situations were challenging,

I'm curious to venture into unknown and undeveloped territories. And love to jump in at the deep end. I've learnt the most that way.

be it building a TV station out of nothing in less than three months, as a construction manager always stuck between two masters, or to create new strategies overnight from nothing but air.

The competencies that I offer as support today come from specific professional qualifications, reflections on my professional experience and skills learned in different industries. I took positions in which I was combined economic and creative objectives to overcome obstacles efficiently and profitably for the individual and for the company. I was aided by my ability to quickly identify strengths, and I was able to provide personalised and individual leadership. Also, in my private life, I learned how important it is, especially in crises, to think and act according to a solutions-focused strategy.

WHAT CHARACTERISES ME

Broad industry knowledge

Work in a variety of industries sharpened my open approach to unfamiliar situations, as well as my ability to quickly grasp complex structures and to search for pragmatic solutions.

Successful leadership experience

In various positions, I assumed management responsibility:

- > Construction management
- > Heterogeneous project groups
- > Building a TV station in record time (<3 months)
- > CMO – Head of Marketing and Communication

Search for new solutions

No plan holds on its first contact with reality. Only through a process of continuous optimisation is it possible to achieve good results. In emerging problems, I automatically search for new solutions – particularly in regard to the interests and objectives of the company.

Professional expertise & innovative approaches

I pursue innovative approaches for future-oriented leadership and management. As a coach, I have a broad professional qualification, as well as a large variety of methods.



Creative & structured way of working

I combine creativity with conceptual thinking and deftly transform ideas into clearly structured results.

THE ORIGIN OF MITOS



image: © Andrea Mattiussi

Ariadne's thread "mitos" comes from Greek mythology and encapsulates the search for the way through the maze. Ariadne helped Theseus with

her thread in order for him to go safely into the labyrinth of Knossós and to kill the demon Minotaur.

The labyrinth in which the monster was caught embellishes the challenge to confront

difficult issues and tasks and to overcome them successfully. Theseus liberated humanity from

the demon Minotaur. He neither overestimated his abilities or strengths, nor did he misjudge the situation – he was entirely attuned to himself. The thread symbolises this alignment of cognition, emotion and intuition, and, at the same time, connects the past with the future. This connectivity is that which sets mitos apart. Create reliable new paths by connecting, in an analytical and creative process, your previous successful strategies with your desired goals. Create for you a sustainable process of change and long-term success.

A very common saying in German with the figurative meaning "to have lost the plot" is probably based on this mythical tale.

CONTACT

Interest, questions, requests?

I look forward to your call, message or email!

I will gladly advise you regarding which solution is most suitable for you. Ten minutes of your time is often enough to figure out if and how you can benefit the most.

If you are interested in coaching, you can arrange a free, no-obligation initial consultation. You can reach me in the following ways:

E-Mail: post@mitos.me

Phone: +49 30 78 00 63 33

Mobile: +49 171 77 07 145

Request your individual quote!

Further information can be found at:

www.mitos.me

mitos – leading to solutions

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