



*Leadership, relaxed, professional*

**What happens after I've worked with someone?**

My doing leads to more calmness in personnel management, in dealing with other people and generally in being. You deal more assuredly and more professionally with demanding situations and act more confidently and precisely.

**What self-conception do I work with?**

*[inner game]* Everyone finds his own way. I accompany him. The responsibility for decision and action remains with my counterpart. In personal relationships I value respect, openness, trust, transparency and estimation.

*[kiss]* Keep it simple and stupid. It is not always as complex as it sometimes seems. I simplify, without trivialising. With "kiss" I make it easier for my counterpart to approach the issues of human togetherness without anxiety.

*[passion]* Work is not an annoying interruption of my life, but part of it. It is my vocation and passion, and also answers the question of meaning to a large extent. Not working is not the alternative to obligation, but an active and necessary part of the whole.

**What contexts do I work in?**

I offer my services in the contexts of leadership, team, selling, strategic development, management and personnel development as well as on the issue of being/life/self-image.

**What environment do I work in?**

The people I work with see me in seminars and trainings, indoor or outdoor, in coaching and in consultations.

**How do I do it?**

I fundamentally live my systems and apply them. I give guidance and security through clear stimuli for action and practical tools. I encourage self-reflection through clear and fearless feedback. My customers appreciate my sound input and my consistent support of projects through to implementation.

**What happens in the field of self-management?**

In the field of self-management my work either takes the form of seminars or individual coaching. In this context, I primarily address the issues of your own positioning, self-conception and stress management.

**What tools do I teach?**

I teach a total of ten tools in the field of personality, leadership and communication in seminars and coaching:

*[Personality]* DISG personality profile

*[Leadership]* management by objectives, delegation, employee interview, facilitation

*[Communication]* active listening, questioning techniques, I-message, reflection, situation barometer

**Which consulting services do I offer?**

Typical projects include collaborating in the implementation of HRD systems (performance appraisal, wage differentiation, continuing training programmes), the development and implementation of potential analyses (PLV system) and assessment centres and training needs analysis, heading for designing an individual in-house training programme.



## Axel Germek

1962 | married | three children | Austrian

Graduate engineer for timber processing, graduate engineer for industry and management, certified DISG trainer.

For more than twenty years I am training and coaching the middle and upper management of my clients and their teams and supporting them in management and human resources development as well as in change processes.

In 1988 I started my consulting way in the timber branche, since 2001 I have my own business in variour branches. Since more than 15 years I am teaching as a lucturer on various universities.

My principale guideline is »Soft to the human – tough in business«. I believe, that humans develop sustainably in an environment of respect, trust, transparancy and estimation. I recognize significant potential for more productivity in compa-nies in realizing open minded communication and how man-agers succeed in developing the staff in more self responsibil-ity and self organisation.



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### [TRAINING]

Seminars and trainings in the field of social and methodological skills.

### [CONSULTING]

Consulting services in the field of management and human resources development.

### [COACHING]

Executive Coaching

Cooperation partners



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„Paint calmness“ created by the participants of my 10th jubilee on July 8th 2011