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Personal approach

With a focus on solution and a systemic view in this work, the meeting, the interchange and the common process we create in our cooperation is central.

The choice of tools is one thing; at best it can be helpful, more important is the quality of the field of work, a frame in which change and solution can happen. To find that space together, enter and discover it is always challenge for me, meaning to set foot into new territory. Therefore for me, this work is always a great opportunity for a new experience.

With my professional background of many years of leadership in my work with refugees from all over the world, it is my special concern today to give respectful, humorous and sustainable counselling without institutional restrictions and guidelines.

Within the different fields of my work mentioned above tools and skills become integral and make it easier to be flexible and coach in common terms of reference.

In my opinion the role of counsellor or coach contains an amount of self- commitment to work with my own issues, «inner work», to progress in myself. In the words of Arnie Mindell: «...as long our own firewood isn't burned, our capacities to solve problems are strongly limited».

My work focuses especially on two supporting resources: the multiple creative and possible healing use of language, speech and poetry for change and development.

The change of environment, to be on the move in nature and even in the wilderness, to get in contact with qualities of perception and experience beyond everyday habits.

One essential aspect in systemic and solution focused work is confidence in the client's ability to find and create their own solutions and ways of development. That they assume their personal responsibility and capacity to act. This is the essential difference between coaching and the field of psychotherapy.

While counselling and coaching can be profound and powerfully changing, they are no substitute for therapy.

Solution-focused counselling

The terms of counselling and coaching are often used synonymously or mixed, for me systemic coaching means one possible way of consulting activity, both have a common approach and attitude such as:

- ⇒ Respect for a persons issue, an attitude of non-judgment
- ⇒ Open and unintentional concerning the ongoing process, responsibility for the frame and quality of the work but not for possible solutions
- ⇒ Empathy, supporting communication: perceive the mood and needs of those involved and act appropriately
- ⇒ Confidence in the resources and faculties of the clients, an understanding of counselling without suggestion even because every system tends towards balance
- ⇒ Strengthening, equipping and empowerment of the upcoming signs of solution to make development and change sustainable

For one to one solution-focused consulting I even use short-time counselling tools adapted from the concept of the brief family therapy of Steve de Shazer and Insoo Kim Berg with consistent aiming at solutions, working with distinctions and systemic techniques of questioning.

In the coaching of teams or groups my focus is the aspect of common development and process and I complete the systemic tools of the one-to-one setting with the resources and dynamics of common communication.

Systemic Coaching

My way of work concerning coaching is mainly focused on assistance in searching for solutions of problems or more broadly accompanying in phases of changing and development. The concerns can be various: conflicts in relationships, limiting patterns, imminent decisions, stagnation only to name a few or even the wish for a confidential talk or time out. I like the view of coaching in the original meaning, to accompany somebody in a supporting way for a certain time encouraging when needed in difficult situations, changing the perspectives discovering new spaces, resources and horizons, taking decisions finding new ways and much more.

I use according to concerns and situations a selection of systemic methods and tools making processes easier.

Time needed for the process of coaching can be from one session to a midterm period.

What is important is a common definition of the aim: What do I want to profit from the coaching? Which result do I want from this personal support for a certain time? If process priorities change, a new issue behind the subject appears, then a new common aim has to be defined.

Coaching may even be funny, thrilling and full of humour, creative solutions and easy. The meeting with personal topics and parts is always a visit of our selves our qualities and resources.

The solution focused attitude in counselling and coaching described above gives a frame and direction for progress.

Systemic constellation work

Constellations in this meaning are illustrations of systemic interdependences as in families, teams or organisations but even in personal issues or decision-making.

Constellations illustrate the way of our involvement in different systems and their dynamics and they make possible a common work on their facing and balancing.

Elements of constellation work are nowadays used in many fields of systemic counselling and therapy, with persons as representatives in groups or with figures or chairs in a one to one setting.

In my experience it is not a universal tool and not a substitute for therapy but it enables us to gain a deeper insight in a system, to perceive hidden dynamics and to work on sustainable solutions.

The work with constellations needs sensitivity, awareness and a clear attitude of an impartial facilitator.

Solutions, reconciliation and love are all possible outcomes but not be forced or called for, constellation work deals with solutions that are not feasible.

Especially in this work the influence and importance of the environment is evident. Thus the choice of a supporting environment could become an additional resource.

Intercultural mediation and conflict resolution

is a method of conflict management, developed in neighbourhood conflicts in the 1970`s in the USA and nowadays used in many fields.

My role as «mediator» is to support conflict parties in the search for possible constructive solutions, contracts or agreements. The attitude needs to be respectful impartial and offering tools for de-escalation and facilitating the process. The responsibility and competence for the finding of solutions remain with the involved persons.

The systemic aspect of the facilitator is to stay aware of possible patterns and connections between the bigger picture and the actual conflict, in the view that sustainable solutions can only be found with this inclusion.

Facilitating and moderation of processes

The process oriented view in counselling and moderation is derived from the work of Arnold Mindell and his team, who founded the process oriented psychology and developed it further from therapy to facilitate team building, organisational development and even highly escalated conflicts in groups. Process orientation even means awareness of signals and so called disturbances in the work with clients. The potential for change and development can be found by addressing these disturbances and trying to find their possible message.

Moderating of events with a process oriented approach facilitates surprising steps of improvements even when there are differences and resentments.