

# Klaus J. Schuler

Executive Coach

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## Experience & Expertise

- Dual career: Leader and Consultant
- 30+ y in Leadership Development
- 25+ y in Leadership roles
- Leading countries, businesses, whole regions, like EMEA, APAC, LatAm
- Familiar with the pressures and challenges of mid and upper level leaders
- Worked in line, matrix and project organizations
- Build, sold and integrated companies
- Searched, selected, managed and integrated partner organizations

## Typical Coachee Levels:

- High-end mid-level and upper level managers, like: Senior Vice Presidents, Heads of a country or region or business, up to CEO and C-level leaders

## Coaching languages:

- English
- German

## What Leaders/Coachees say:

- VERY happy to have you as a partner for my leadership growth
- Some said: a life changing experience; never ever has somebody talked to me like this

## Coaching Experience (examples)

- Shell, oil & gas,
- Unilever, consumer goods
- ThyssenKrupp, investment goods; Coesia, Toro, industrial products, processes and services
- Bacardi, Beverages
- Thompson Reuters, Information & Media
- Abbott, HealthCare
- BMS, J&J, Pharma
- AllianceBernstein, Finance
- Bunge, Food& Agribusiness
- HeidelbergCement, Aggregates, cement

## Coaching Process / Format:

- Format is shaped towards needs and expectations of client organization and coachee
- Alignment kick off, mid-way check and final 3-way meeting boss-coachee-coach (or 4-way incl. HR)
- 5-7 sessions, f2f & phone
- In-between emails and articles/impulses as is helpful
- Utilizing all available assessment/360 reports. Additional verbal 360 if helpful to complete profile
- Special formats: Coaching for promotion; First 100 days transition coaching; Coaching4Success in change.

## Locations:

- Coached in various countries, on different continents
- Based in Stuttgart, Germany

## Coaching Approach:

- Set clear development areas and objectives
- Take full person and current situations into account (beyond pure skills)
- Ensure adaptation of learning (role plays, exercises) and positive impact for individual and organization
- Better leaders create better companies

## Coaching Content:

- Centered around the real challenges of coachee and leveraging elements like:
- Leadership approaches on: Conflict resolution, problem solving, feedback, driving results, growing talents, building hi-performing teams, etc.
- Integrity, Responsibility and Excellence in Leadership
- Faith, fire, focus
- Why, What, How of Leadership
- Typical challenges in Leadership roles (by level)
- Innovate for big shifts, changing main streams, new stakeholder requests
- Reinstall or ensure meaning & purpose of company
- Collaborating at the top

## Contact:

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