

PROFILE & PORTFOLIO

LEADERSHIP MADE EASY

KATJA SCHÄFER

COACHING KEYNOTE & SPEECHES WORKSHOPS CHANGE MANAGEMENT

Mindstone Coaching by Katja Schäfer stands for:

- Learning leadership based on **your own personality**, step by step.
- **Choosing courage over fear of change** – taking responsibility as a leader in the change process.
- Emphasizing authenticity, **healthy self-leadership**, team leadership, and sustainability.
- Providing the **toolbox for building one's leadership role**, derived from practical experience, for practical application.

This style of leadership learning is particularly intriguing for **new executives and team leaders in public services, clinics, as well as STEM** (Science, Technology, Engineering, Mathematics) companies.

Why new leaders in public services:

Because I understand how government and people with a strong need for **emotional security operate**. It is the sector I know inside and out after many years of experience and I know well of the benefits a focus on **leadership, not management** can cultivate.

My Portfolio:

- Practical 1:1 coaching
- Tailored workshops with individual concepts
- "Be a Leader - not a Boss" speeches on leadership
- **Mindstone Leadership Academy** for management teams as a complete leadership training program, encompassing online and in-person components.

Let's have a conversation and discover how we can effectively implement leadership for you and your team. Simply give me a call on: 0049 (0) 159 061 75 998



1:1 COACHING & TRAINING

1:1 Coaching as a Package, Coaching Day, or Leadership Training Quality. Sustainability. Individuality.

I work with individuals who resonate with me and whom I can optimally support. The coaching is tailored 100% to **develop an authentic leadership personality and translate it into practical application.**

That's why, regardless of the offer, there's **always a free call** via Zoom in which we explore if and how we'd like to collaborate. Additionally, **goals are regularly evaluated for maximum effectiveness**, integrating learned content into leadership practices, and ensuring a continuous personal improvement process for self and team leadership.

Coaching Options:

- **Basic:** executive coaching for teams and 1:1 online coaching sessions as a package starting from 6 sessions.
- **In person Coaching Day for individual topics**
- **All-inclusive Package - The Leadership Academy as a leadership training program:**
 - Developing and discovering your own **authentic leadership personality** and style (4-12 months academy depending goals and experience)
 - **Online self-learning course** with 6 modules for step-by-step leadership role development including workbook
 - **Monthly group and/or 1:1 coaching**
 - Emergency call & ongoing on-demand support
 - **Midterm and final evaluations** for optimal learning progress in practice
 - **Toolbox for leadership** with 32 Tools4thePocket

Interested in any of these options? Let's meet and explore the best fit for you.

Ready to make an appointment? Call my directly on: 0049 (0) 159 061 759 98.

WORKSHOPS FOR TEAMS

Shape the education of your leaders actively for the best possible results and enjoyment in collaborative implementation.

My quality standard and work style:

- Customized design for workshops both in-person & online.
- **Individual concepts:** You actively co-create your workshop. A prerequisite for our collaboration is an hour of your time where we identify the current major challenges and the best possible goal of our workshop together.
- Based on this, there is also the opportunity to **integrate participants BEFORE the workshop** through short interviews or questionnaires. This approach has proven itself over the years. Your executives will not only be prepared but will also participate in the workshop with high motivation.

Workshop Options: Competence. Creativity. Resilience.

- **All about Communication:** From talks with employees to conflict resolution and feedback. This workshop focuses on practicing communication, always considering the diverse personalities and characters involved.
- **Realizing Visions & Visionboard Workshops:** Implemented in ministries, governmental bodies, IT, and engineering teams. You'll be amazed at how creatively and positively your team approaches challenges and change.
- **Resilience as Leadership Competence:** Ego has little place in leadership - except when it comes to one's own health. This workshop is designed to help your executives lead healthily and learn to handle stress and challenges with ease for themselves and their team.

Interested in a workshop with a practical focus and post-workshop evaluation for maximum sustainability? Simply give me a call on: 0049 (0) 159 061 75 998 or send an email to katja@katja-schaefer.de



LEADERSHIP ACADEMY

Training for your leadership team to develop an authentic leadership personality, Successful leadership role, and applied leadership philosophy.

With the **Mindstone Leadership Academy**, I'm implementing what was missing for me in my first leadership role. It's a **comprehensive, sustainable program for authentic leadership**, developing a shared understanding leadership for everyday tasks and change processes, and establishing an internal network of peers for mutual support.

Leadership Academy for management teams not only in change processes:

Content:

- Step-by-step development towards becoming a leader and assuming a leadership role.
- Cultivating your own leadership personality
- Handling crises and conflict resolution with ease and confidence
- Implementing change processes with clear goals and the necessary empathy to engage all employees
- Building resilience as a leadership competency for everyday challenges

Advantages:

- Flexible in-person and online packages
- Complementary online program for defining leadership styles, including a workbook
- Kick-off, midterm, and final workshops conducted in-person
- Exclusive group coaching in small group for your leadership team
- 1:1 coaching addressing personal challenges of your executives
- "Crisis hotline" as a short-term coaching service for emergency situations
- **As the decision-maker, you have a complimentary seat that you can fully utilize with all its benefits**

The feedback received from our clients in government agencies, corporate companies, and IT consultancies speaks for itself. With clear direction from Mindstone, leadership really is easy.

Do you want to provide sustainable support to your leadership team? Then simply give me a

SPEECHES & TALKS

Talks from experience for leadership development

Topics:

This is Leadership - Roadmap for your Leadership Role

In 2010, I led my first team - with no clue about leadership. Over the years, working with my teams and clients, I've developed a system for building an authentic leadership style. The essence of this system is shared in this talk - ready for immediate implementation.

Courage Over Fear of Change

After this talk, your audience will leave with a more positive outlook and motivation, along with tips and tools for successful change processes.

Big Talk - No Substance?! Leading the Gen Z

Creating harmony among teams of different generations is a challenge for many leaders. This talk instills enthusiasm for leadership and provides insights for cross-generational leadership.

Sabertooth Tigers Are Extinct

This talk delves into the backstage of stress, fostering an understanding of building resilience as a sustainable leadership competency for you and your team.

Have these topics caught your attention? Can you relate all too well? Let's discuss! Please reach out to me via email at katja@katja-schaefer.de or simply give me a call at 0049 (0) 159 061 75 998.



ABOUT ME

As a new leader in my early 30s in 2012, I found myself completely on my own.

Coming from a background in education and art therapy, I had no idea about leadership. It wasn't until I connected with other leaders through a practical management master degree that I was able to reassess and rebuild my role in leadership.

Today, I share what I lacked back then - simple tools for practice and the joy of learning leadership with ease.

From experience - for leadership in practice

For my former employer, I established satellite offices and trained new site managers until they were proficient. That's how the foundation for my current business as an executive coach and trainer was established.

My goal then, as it is now, is to ensure that people enjoy their job, whether as team members or leaders.

I'm passionate about my work because I make a difference - not just in terms of leadership skills but also in enhancing quality of life.

I show people **how leadership can be simple and enjoyable**, and I witness them grow in their personalities as successful leaders.

I look forward to meeting you. Give me a call, and together, let's see how we can prepare your team for leadership excellence.

Yours, *Katja*

