«Unfolding potential - creating perspectives»

With this motto and a lot of empathy and commitment, we accompany people and organizations in change processes, make potential visible and show perspectives.

Our strengths are professionalism, flexibility and independence.

All our services such as consulting, coaching and training are tailored to the needs of our clients.



Your partner for strategic HR consulting, leadership development and organizational consulting

Potenzial Plus

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1. Strategic HR Consultancy

Being fit for the future and being able to successfully implement the business strategy are key challenges for companies, especially in times of rapid change. HR plays an important role in this. We advise you on the following topics:

- Strategic HR projects
- Culture development and transformation
- Organisational and team development
- Management Audit & Leadership Development
- Potential analyses & assessments



2. Business & Executive Coaching

The growing dynamics of change and increasing complexity can lead to difficult leadership and decision-making situations. As a sparring partner at eye level, we support you in reflecting on topics such as:

- New or changed leadership role
- Difficult situations in the team or with individual employees
- Reviewing visions and goals for yourself and the organization
- Reflecting and developing oneself in the leadership role
- Resource and self-management



3. Leadership Development

Successful leaders are able to transform organizations, enhance value creation, create efficiencies and engage their employees to deliver better results. A great way for managers at all levels to improve their capabilities, inspire their teams and achieve outstanding business results is through leadership skills training. We support you in developing:

- Ability to formulate and implement effective leadership strategies
- Capabilities needed to increase engagement by creating a strong and united team and thus increase the work productivity
- Your individual and effective leadership style
- Your communication skills, mastering the art of negotiation, influence and conflict management
- Approaches how to effectively connect to people, how to give constructive feedback, and critically seek the feedback of others



4. Assessment & Development Center

A company lives from its employees. Only if the necessary skills and competencies are available, a successful future is possible. We support you with proven methods in employee selection and development.

Based on your target profile, we check the competencies and potential of a candidate and provide you with the necessary data for your decision- making process.

We offer:

- Assessments for employee selection
- Development Center for clarifying potential (incl. recommendation of development measures)
- Management Potential Analysis (MPA) to verify key competencies required in management teams (incl. recommendation of development measures)



5. Neplacement – exclusively through Mäder & Partner

Proven methods and an experienced team provide your employees with professional support throughout their career transition:

- Advice on staff reductions (social plans, resignation agreements, internal communication, etc.)
- Newplacement support, individual and company-specific (individual and group setting)
- Positioning and potential analysis
- Career planning
- Application strategy
- Self-branding, networking, social media
- Interview and assessment training



6. Team Development

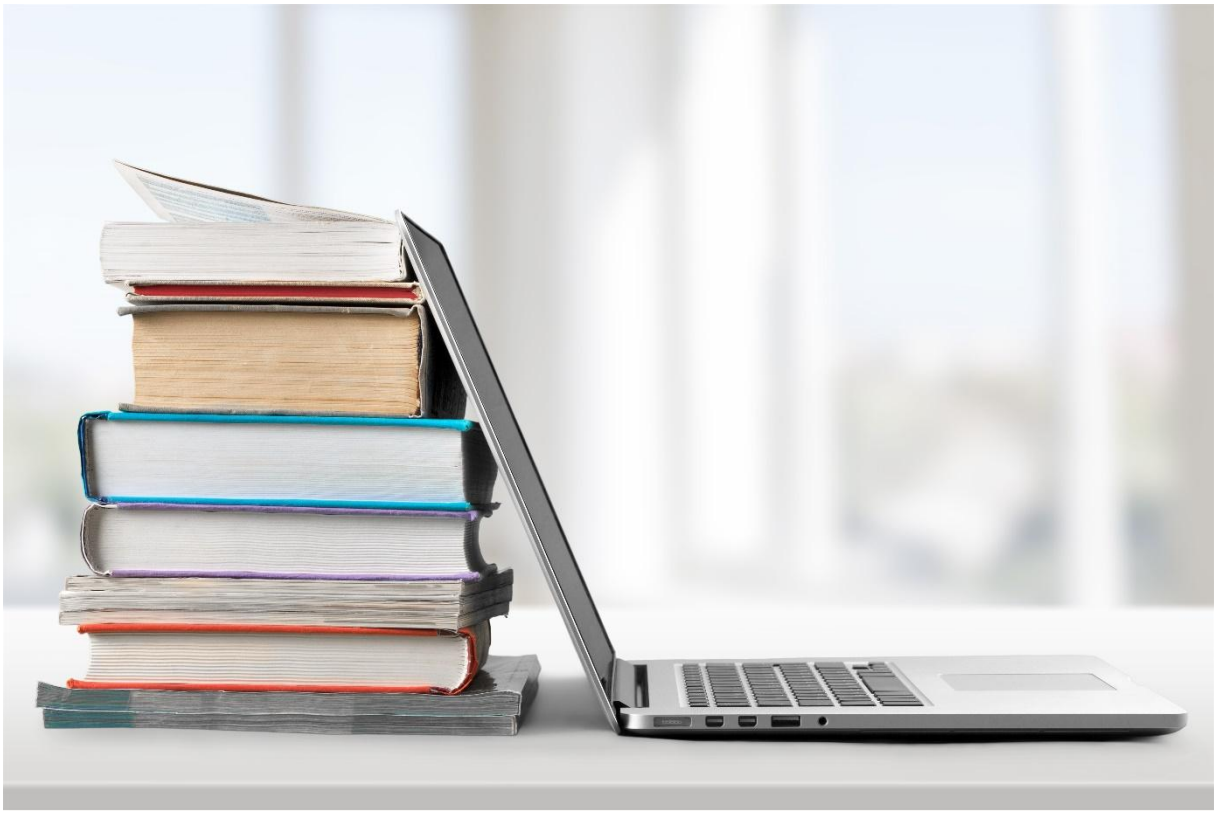
We support you in clarifying issues with the team, in developing a team spirit that is oriented towards higher-level goals and in shaping change processes, building on the strengths of the group. The following topics can be focal points of a team development:

- Goals and tasks: What are our goals and by when are they to be achieved? Who takes on which tasks, how are the roles distributed and who has which responsibilities?
- Structures and processes: Are we set up correctly? How do we want to organize ourselves?
- What are our strengths and weaknesses? What do we want to/must work on in order to remain competitive?
- What values guide our actions? How does this show in our cooperation and towards customers?
- Clarification of tasks, roles and functions after reorganization, staff or management changes



7. Our Competencies

- We provide comprehensive services for strategic HR consulting, business & executive coaching, career consulting and newplacement
- We are proficient coaches and trainer with own leadership experience in senior management in large international companies
- We apply state-of-the-art methods and scientifically validated instruments for potential analysis and assessment
- We have many years of consulting and project experience in various industries
- With our network partners we are present in the whole German-speaking part of Switzerland



8. Our Conviction

- We advise and accompany organizations and individuals in a competent, independent and personal manner
- We work in a targeted and solution-oriented manner with tailor-made offers
- We support our clients with empathy and personal commitment
- We are multilingual, inter-disciplinary and guarantee discretion
- We are adaptable and quickly develop tailor-made offers



9. Your Benefits

You get

- support by senior consultants with a wide range of experience in assessing individual needs and jointly developing targeted solutions
- a partner at eye level to help you reflect on difficult or important leadership and decision-making situations
- specialist and expert knowledge paired with moderation and process competence
- active support in the design and implementation of changes



11. A Team of Experts



Slavica Sovilj
lic. phil. I / Master of Arts
MAS Coaching & Supervision IAP



Ursula Bergundthal
Exec. MBA Univ. St. Gallen
MAS Coaching & Change Mgmt. IAP



Salvatore Princi
Dipl. Business Coach, Trainer and Consultant

11. Selection of long-standig customers

ABB

amag

CREALOGIX

CREDIT SUISSE

ferrum

Glatz

GEBERIT

PLANZER

pkrück

selecta

RAIFFEISEN

Stadt Zürich

TRANSSTAHL

SVA Zürich

UBS

Universität Zürich[UZH]

Vontobel

Potenzial Plus

Slavica Sovilj, lic. phil. I / Master of Arts
MAS Coaching & Supervision IAP

Seefeldstrasse 29
CH-8008 Zürich
m: +41 76 335 51 15
slavica.sovilj@potenzialplus.ch
www.potenzialplus.ch

Ursula Bergundthal, EMBA Univ. St. Gallen
MAS Coaching & Change Mgmt.

Seefeldstrasse 29
CH-8008 Zürich
info@potenzialplus.ch
www.potenzialplus.ch