



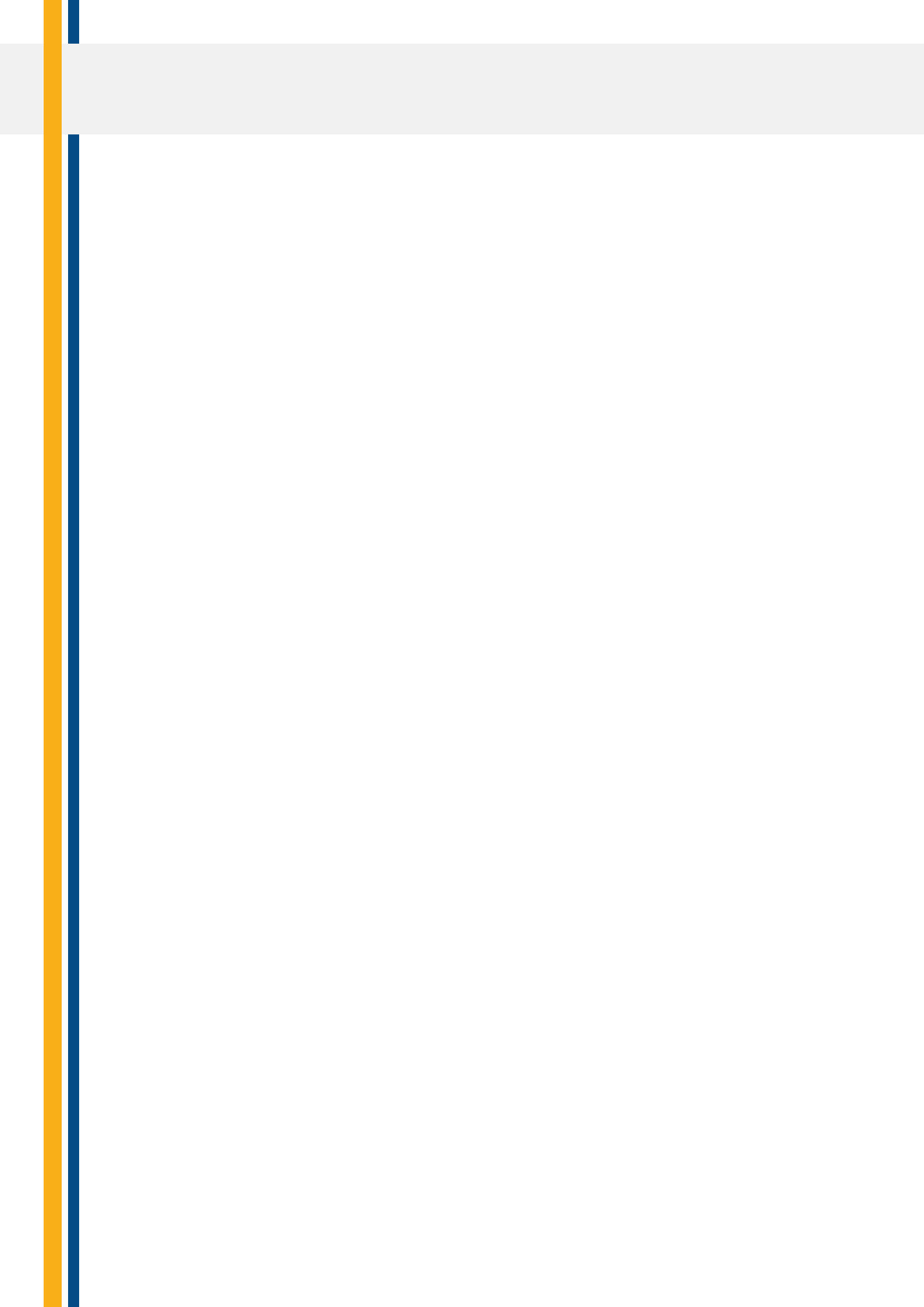
Coverdale

WE ENABLE PEOPLE
TO SUCCEED – TOGETHER



30 years
Coverdale Austria

Experts for leadership
and cooperation



30 YEARS COVERDALE AUSTRIA

In autumn 1989 Coverdale Austria was founded. Our founding Director, Ullrich Dietzel, contributed his know-how as a trainer and his expertise as a personnel consultant. Coverdale Austria has been a provider of consulting and training services in the Austrian market from the very beginning.

The first customer of Coverdale Austria was the Rundfunk und Telekom Regulierungs- GmbH (RTR-GmbH), with whom we have had a strong and positive customer relationship ever since.

In the first years, our offer included consulting services for human resources departments (e.g. the introduction of appraisal dialogues, potential analyses) and training courses on the topics of cooperation, leadership, negotiation and project management. Over time, new topics were added - such as conflict management and difficult conversations.

For more than 50 years we have been professionalizing the topic of experiential learning in face-to-face formats, and for some years now in virtual learning formats as well. We focus on establishing successful principles of cooperation and leadership in our client organizations by focusing on the gaps that new working methods such as SCRUM and KANBAN do not cover.

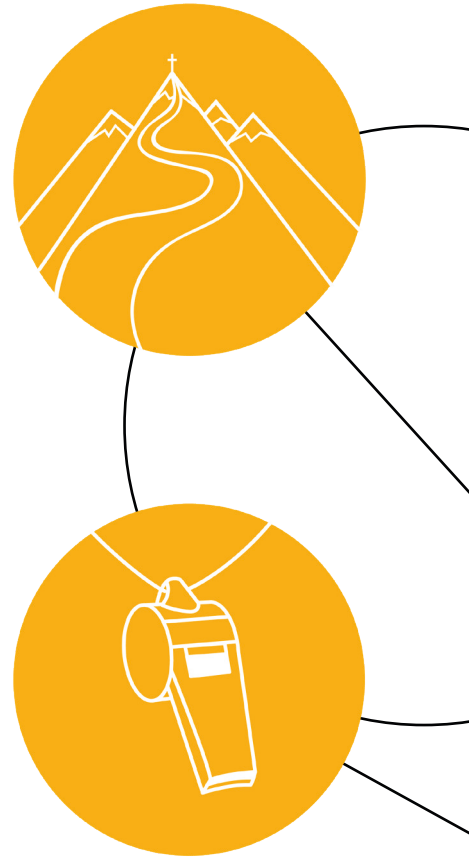
We focus on the “Human Aspects of Enterprises”.

In the consulting area we offer services along our agile map:
Orientation - Governance - Evaluation - Training.

ORIENTATION

Many companies today are confronted with changes in their market that literally „overwhelms“ them: customers are becoming increasingly unaccountable; the competition is better organized and reacts faster to customer requests. In order to remain competitive, many top-management teams come up with the idea of repositioning themselves in order to achieve the set goals, to increase turnover and profit and to increase employee satisfaction.

We support decision-makers from top management to understand what transformation, agility and new work means, and what steps top management must take to ensure a successful transformation process.



EVALUATION

When teams start to work in a self-organized way, it is important to find the right working method, to define roles and responsibilities, and to establish structured cooperation. This is not an easy job and very often leads to conflicts and chaos - despite high motivation and the best of intentions.

We support these teams in developing successful principles, identifying stumbling blocks in the cooperation within the teams or between the teams, and further developing the process competence of the teams.

ORGANIZATIONAL DEVELOPMENT

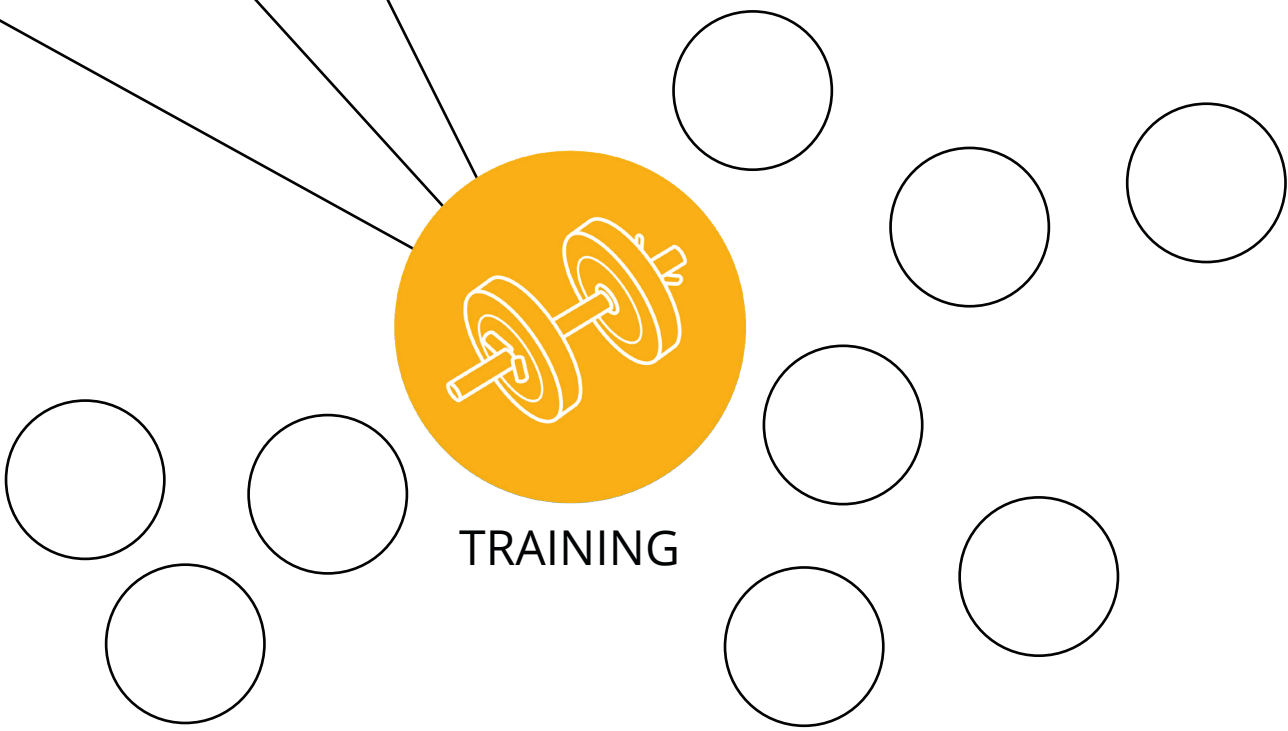
GOVERNANCE

When the first management level initiates transformation processes, a structured approach is needed to drive the topic successfully. Classical project management has had its day. In addition to agile pilot projects and „speedboat initiatives“, structure is still needed to avoid getting lost in individual measures.

Effectuation and working systematically in short reflection cycles are helpful in breaking new ground and managing existing dependencies without hindering the work processes of increasingly self-organized teams.

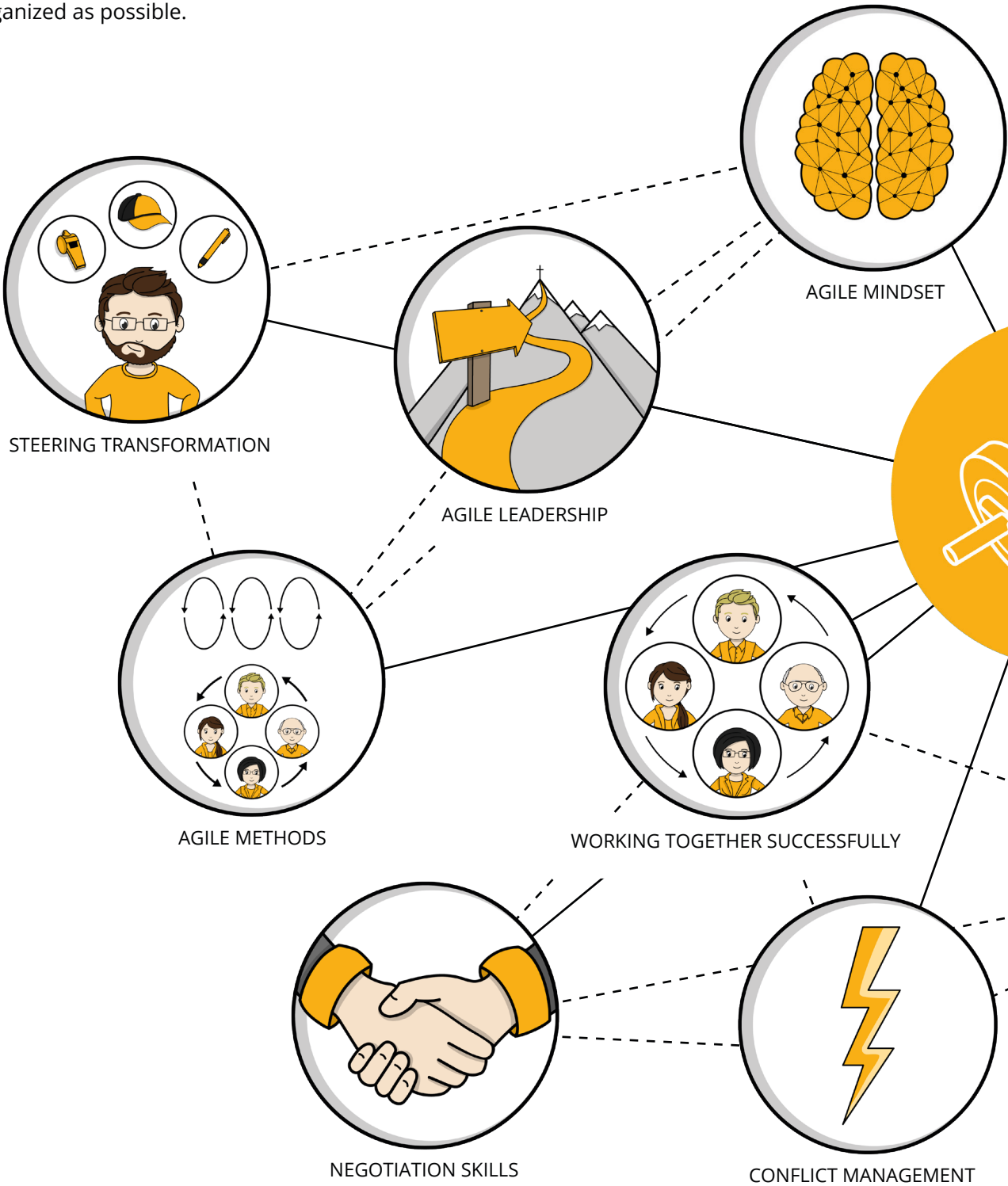


TRAINING



TRAINING

Getting organizations ready for „New Work“ means qualifying employees so that they can work in teams that are as self-organized as possible.



NEW WORK IN OPERATIONAL SITUATIONS

With our training portfolio, we offer a wide range of programs to prepare managers and employees for the challenges that the new hybrid organizations pose.

This includes the topics:

- Cooperation in (self-organized) Teams
- Reaching Agreements
- Conflict Management
- Difficult Conversation
- Agile Leadership - Mindset
- Managing Change and Transformation
- Driving Innovation

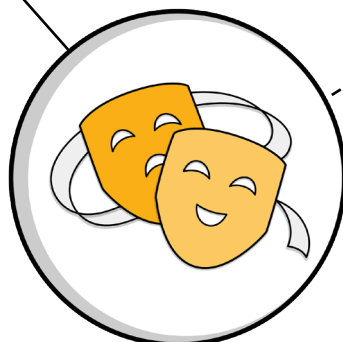
We offer in-house training in classroom formats as well as Transformation and Collaboration Labs (which can also be booked by individuals).

We also offer blended learning programs on most of our topics for individuals and small groups, which fully replace a classroom format.

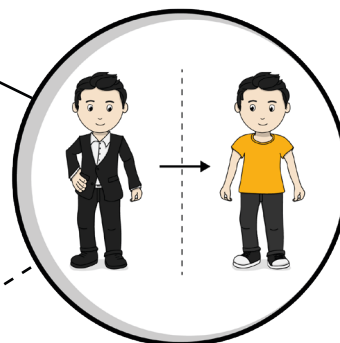
For further information please visit our website:
<https://www.coverdale.at>



DIFFICULT CONVERSATION



ABILITY TO DRIVE INNOVATION

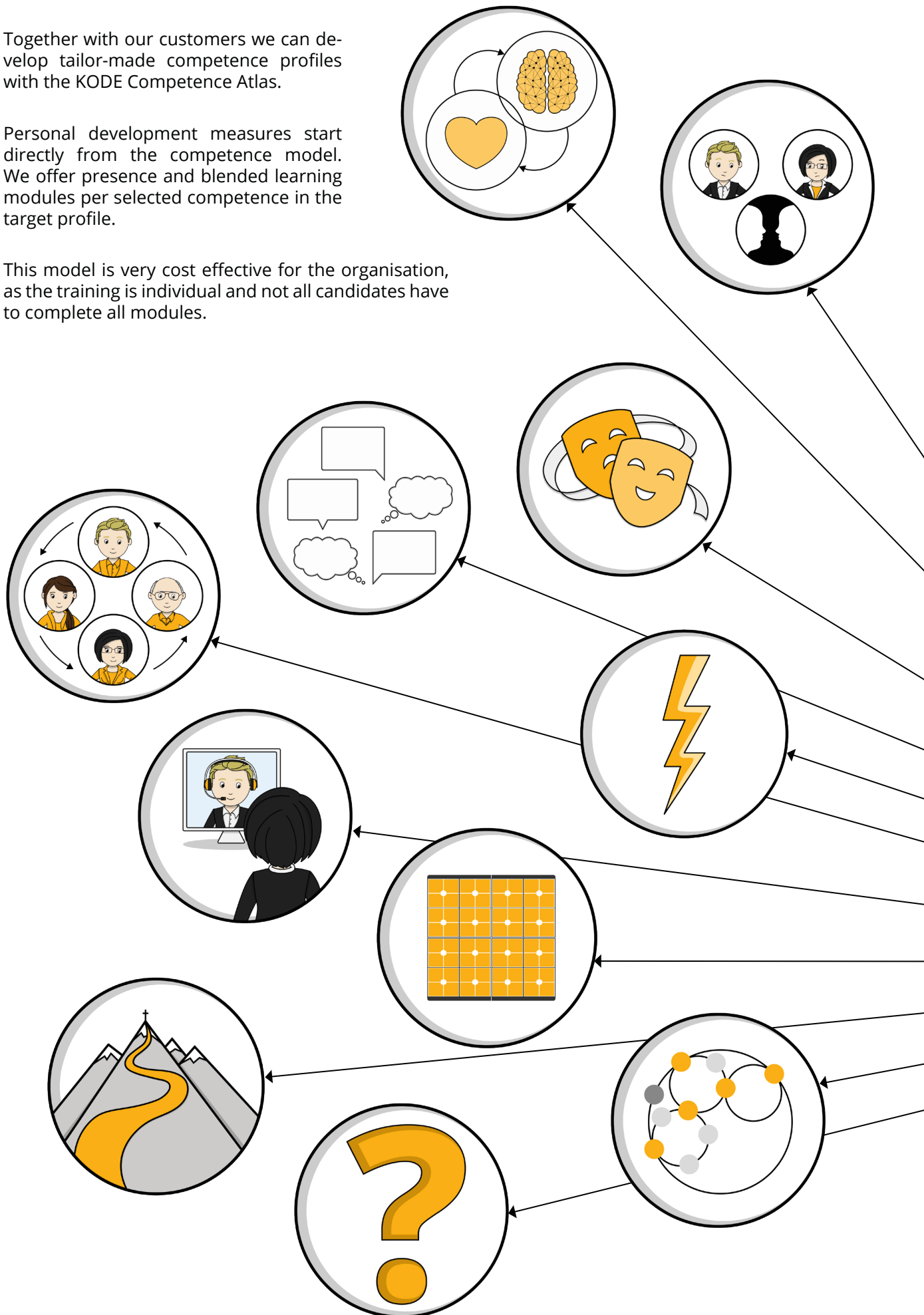


TRANSFORMATION & COLLABORATION LABS

Together with our customers we can develop tailor-made competence profiles with the KODE Competence Atlas.

Personal development measures start directly from the competence model. We offer presence and blended learning modules per selected competence in the target profile.

This model is very cost effective for the organisation, as the training is individual and not all candidates have to complete all modules.



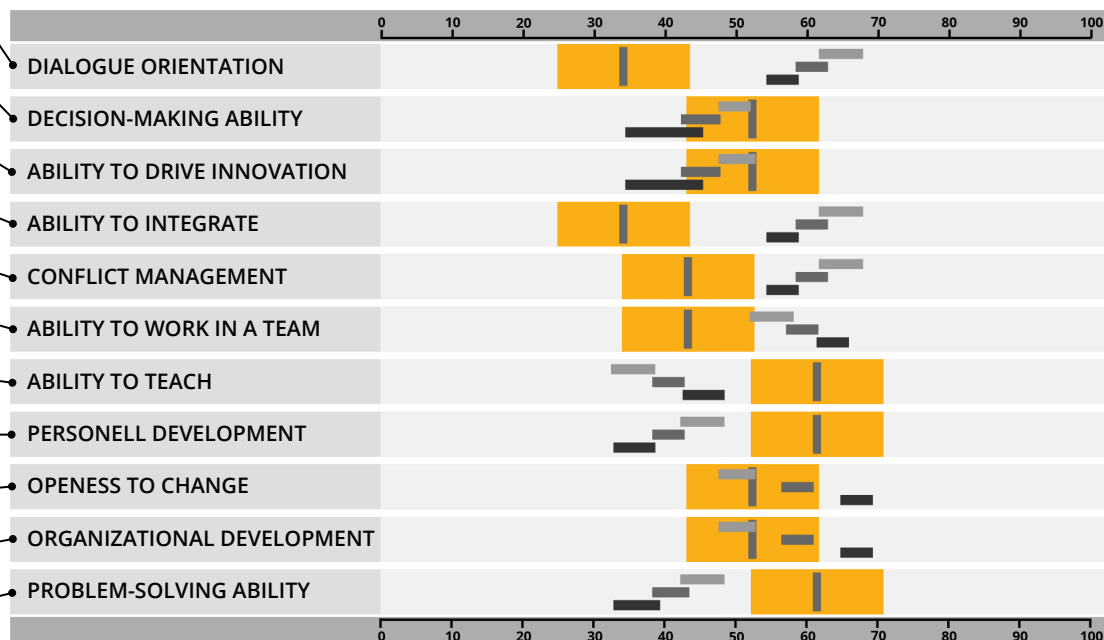
COMPETENCE-BASED LEADERSHIP DEVELOPMENT

After the employee or manager has carried out his or her competence analysis (together with a trained coach), they agree which modules of the training programme the candidate should undertake.

If enough participants are registered for the respective competence, the training is carried out in the presence format. If fewer participants are registered, this group carries out the training with an online coach in the blended learning mode.

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|----|-----|-----|-----|
| P | PA | AP | A |
| PS | PSA | ASP | ASP |
| SP | SAP | PSA | PSA |
| S | SA | AS | A |

This means that the training has the same design as in face-to-face format, an online coach is available for 2-3 hours to give feedback on the individual tasks. This makes the coaching even more intensive than a face-to-face course.



You can find descriptions of each seminar under the following link:
<https://www.coverdale.at/services/training/>

COLLABORATION LABS 2020

Our Collaboration Labs also offer individuals the opportunity to build key collaboration skills.

Working Together in Groups and Teams

Vienna/Graz Autumn 2020

Reaching Agreements

Vienna, 05.-06.03.2020

Difficult Conversation

Vienna, 14.-15.04.2020

Conflict Management

Vienna, 28.-29.05.2020

Price per Collaboration Lab: 780,- Euro plus VAT.

You can register directly by email to office@coverdale.at or via our homepage <https://www.coverdale.at>.

TRANSFORMATION LABS 2020

Transformation LAB I

Lassnitzhöhe, 19.03.2020

Transformation LAB II

Lassnitzhöhe, 08.06.2020

Price per Transformation Lab: 350,- Euro plus VAT.

You can register directly by email to office@coverdale.at or via our homepage <https://www.coverdale.at>.

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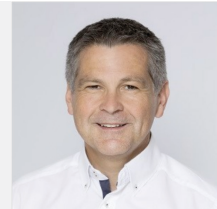
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COVERDALE INTERNATIONAL





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WE ENABLE PEOPLE
TO SUCCEED – TOGETHER

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