

# COVERDALE AUSTRIA

COVERDALE MANAGEMENTBERATUNGS UND -TRAININGS GMBH Mohsgasse 1/Halbstock, 1030 Wien

# OUR PORTFOLIO

## WE ENABLE PEOPLE TO SUCCEED – TOGETHER

We are experts in leadership and collaboration. We have been professionalising experiential learning in face-to-face formats for over 50 years and virtual learning for several years. We focus on establishing successful principles of cooperation and leadership in our client organisations.

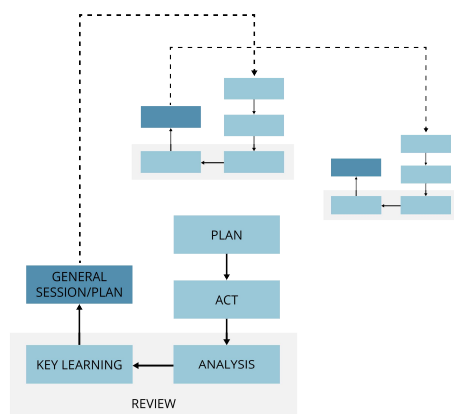
## FOR US, THE HUMAN BEING IS THE FOCUS.

## EXPERIENTIAL LEARNING THE COVERDALE LEARNING METHOD

What is unique about the Coverdale learning method is the conscious and goal-oriented learning from experience. We enable the participants to build on their different levels of knowledge and experience and, at the same time to use them for the benefit of other participants.

The tasks that the participants work on are either directly customised for the respective company or have a practical structure as neutral tasks that lead to actual, verifiable results with limited resources.

We work with an iterative model based on David Kolb's learning cycle, which consists of the phases: Preparation - Execution - Flashback.



In the **preparation phase**, the task and the goal are clarified.

In the **implementation phase**, the participants work out the solution to the task.

The **Review** is the most critical learning phase. Here, both the result and the process of how the group arrived at the result are reflected upon.

During the analysis, people collect successes and difficulties. In the next step, the group contains their findings, plans the following steps, and agrees on them in the team.

Irrespective of the respective work topics, the participants train cyclical work with flashbacks to both the work result and the work process and thus acquire a higher level of process competence, which will also find its application in the daily work routine.

In the theory sequences of the measures, the coaches then build on the experiences of the participants. They give suggestions, offer new methods, provide explanatory models and encourage people to try new approaches and behaviours.

# CONSULTING, ORGANISATIONAL DEVELOPMENT AND COACHING



## ORGANISATIONAL DEVELOPMENT

- Facilitation of workshops
- Organisational culture - leadership
- Organisational culture - cooperation
- Team Development



## COMPETENCE MANAGEMENT

- Leadership Development
- Employee Development



## AGILITY AND NEW WORK

- Accompanying transformation processes



## COACHING

- Systemic Coaching
- Consulting
- Agile Coaching

## OUR OFFER IS AVAILABLE ON FOUR CHANNELS

1



### LIVE IN THE SEMINAR ROOM

We work live in groups of four or more with one coach per small group. We prefer experiential learning and work in iterative learning cycles (Plan - Do - Review) with our participants.

2



### ONLINE TRAINING

For our online training, we prefer to use BigBlueButton as a virtual seminar platform. We also use the method of experiential learning in the digital learning environment so that participants can actively acquire new skills.

## TRAINING



### LEADERSHIP DEVELOPMENT

Modern leadership means creating a framework in which experts can do their work. Leadership is increasingly becoming a role that requires specific competencies, depending on the organisational context in which it is being led. We work with you to design competency-based leadership development tailored to the organisation's specific leadership role and culture.

- Change-Management
- Effective use of virtual meetings
- Successful Decision Making
- Leadership and Transformation
- Basics of organisational development
- Influential Leadership

- Leadership Awareness Training
- Appraisal Dialogues
- Facilitation of Conflicts
- Facilitation of Meetings
- Remote Leadership
- Goal-oriented Leadership

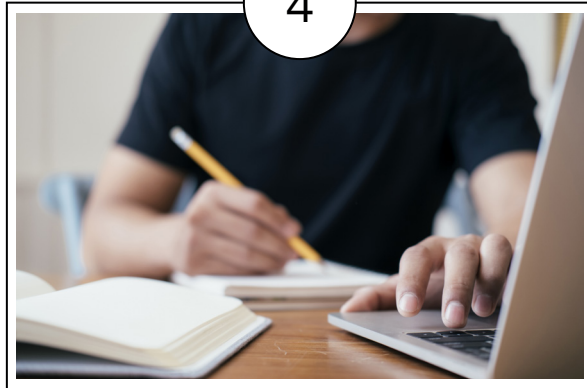
3



### BLENDED LEARNING

Participants work on theoretical content through self-study, complete assignments, work with sparring partners and receive feedback from their online coaches.

4



### E-LEARNING

In our e-learning offer, participants have the opportunity to acquire knowledge on our core topics.

Courses, whitepapers, microlearning and articles are available in our app **RALPH**.

Courses can also be booked individually.



### EMPLOYEE-DEVELOPMENT

- Communication
- Conflict Management
- Difficult Conversation
- Negotiation
- Working together in Groups and Teams
- Cooperation in Virtual Teams



### NEW WORK

- Agile Mindset
- Agile Leadership Roles
- Agility in the Nutshell
- Design Thinking
- Kanban
- Scrum
- Working together in agile Teams

# DIE COVERDALE E-ACADEMY

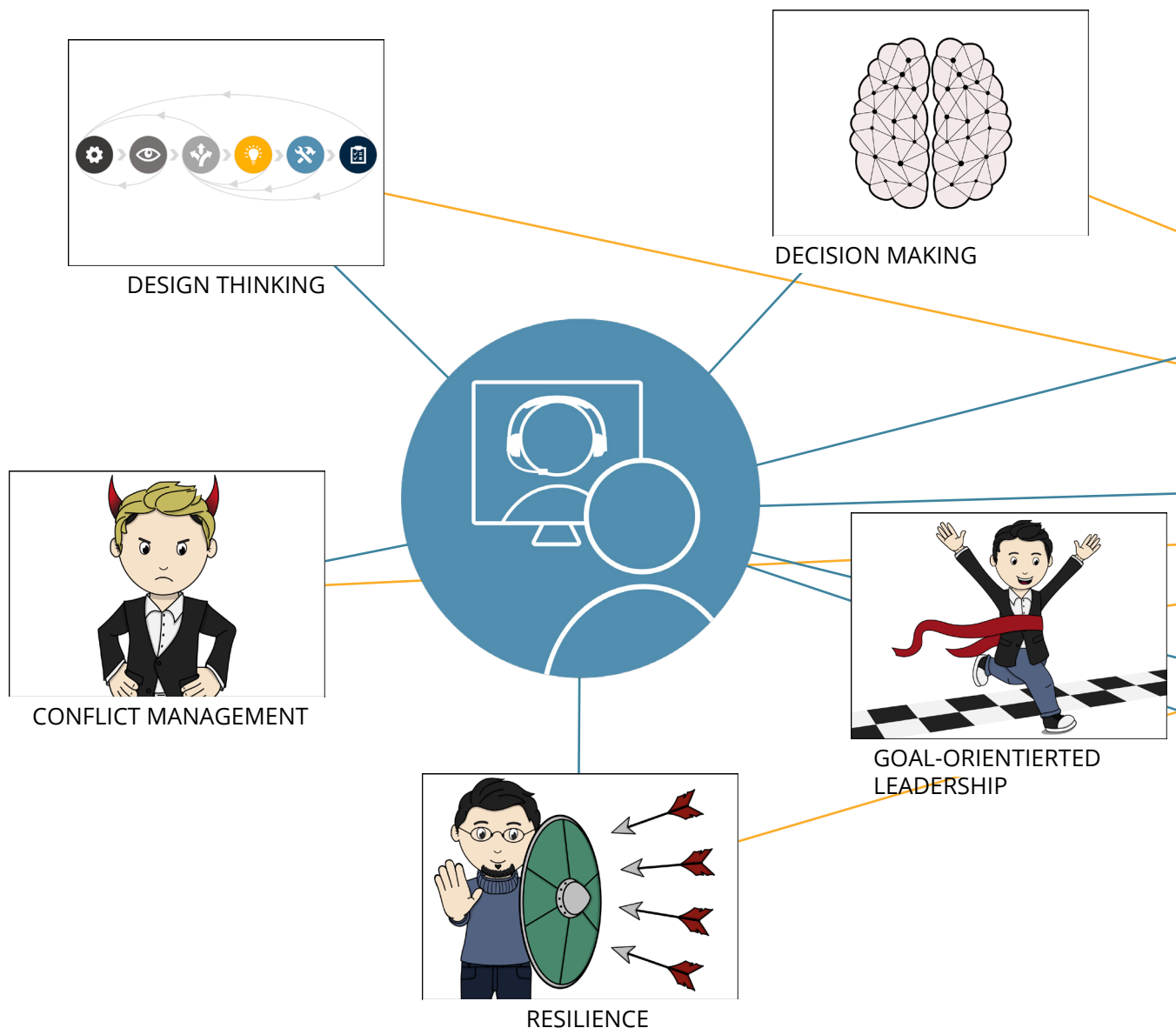
## BLENDED LEARNING PROGRAMME

We develop flexible programmes for individuals and groups. Our goal is to integrate new media and virtual work formats into traditional human resource development. Skills development is also possible in virtual environments.

We have our own seminar platform (BigBlueButton), our own e-academy (Moodle) and many years of experience in the virtual world of work and seminars.

In our open program, you can book blended learning courses directly. These are structured so that they can be carried out either alone or with sparring partners. The courses consist of Theory inputs, exercises, reflection and coaching.

You can find more information on our homepage: [www.coverdale.at](http://www.coverdale.at)



# E-LEARNING PROGRAMME

We now have a broad e-learning offer for our core topics.

## The following topics are available as e-learning:

- Design Thinking
- Decision Making
- Change Management
- Communication
- Conflict Management
- Resilience
- Difficult Conversation
- Goal-oriented Leadership
- Working together in groups and teams

## Folgende Inhalte sind in Vorbereitung:

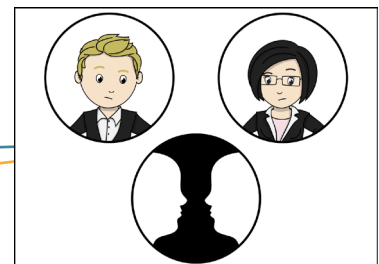
- Projekt Management
- Appraisal Dialogues
- Agile Mindset
- Agility in the nutshell



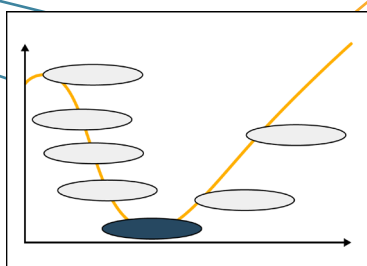
DIFFICULT  
CONVERSATION



NEGOTIATION



COMMUNICATION



CHANGE MANAGEMENT



APPRAISAL  
DIALOGUE



# RALPH - THE E-LEARNING-APP



Ralph was named after our founder Ralph Coverdale. Ralph was one of the pioneers of experiential learning in the 70s. We are continuing his legacy in the digital space.

Our e-learning app Ralph is:

- a way of moving around a topic in a guided way to get important impulses for working with others - a digital reference medium.
- the perfect supplement to personnel development measures, in order to work on learned contents again after a training.
- an easy-to-understand introduction to the topic of digital learning to get employees used to digital formats in which they can control the learning speed themselves.

## THIS IS HOW YOU CAN USE RALPH

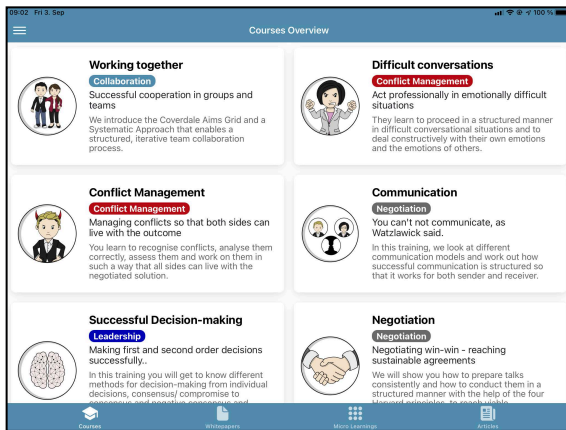
### DESKTOP

<https://ralph.coverdale.app>





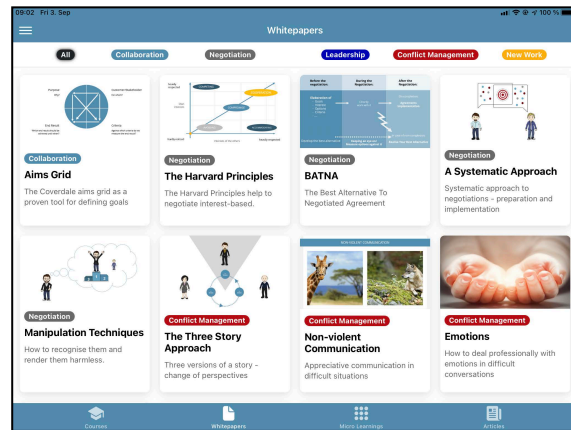
# CONTENTS OF THE RALPH APP



## COURSES

If you want to deepen your knowledge of a topic in a structured way, this category is the right choice.

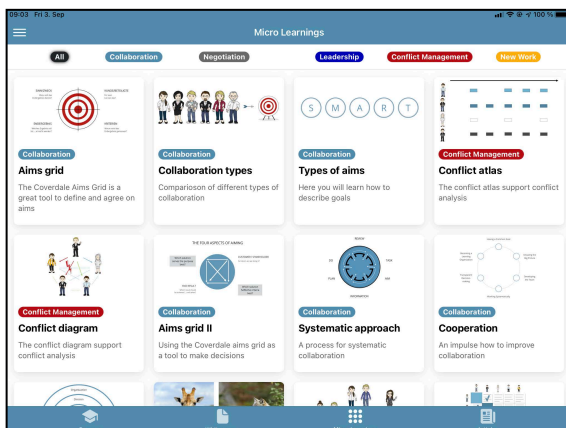
It takes between two and three hours to work through a complete course.



## WHITEPAPERS

In the category Whitepapers you will find in-depth articles.

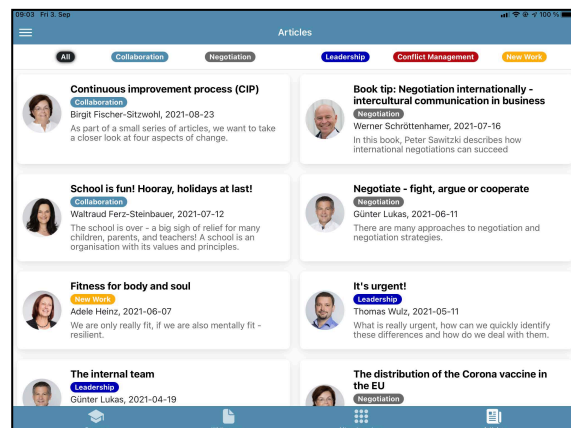
The time required for a whitepaper is between 10 and 15 minutes.



## MIRCO LEARNINGS

The Micro Learnings category consists of short video sequences on the categories of collaboration, negotiation, leadership, conflict management, new work.

The videos last between three and five minutes. Choose this category if you are looking for a short overview of a topic.



## ARTICLES

In the category Articles you will find short contributions by our counsellors on current topics.

Up to four new articles are published per month.

# OUR TEAM IN AUSTRIA

We are specialists in leadership and cooperation.

Founded in 1965, we are now present in nine countries worldwide - and since 1989 also in Austria.

## OFFICE



**Margit Darnhofer**

Office Management &  
Pre- und After-Sales

office@coverdale.at  
+43 1 533 44 27

## CONSULTANTS, TRAINER, COACHES



**Waltraud Ferz-Steinbauer**

Consultant, Trainer, Coach

wfs@coverdale.at  
+43 664 963 56 57



**Klaus Fischer**

Partner, Senior-  
Consultant, Coach

kf@coverdale.at  
+43 664 534 51 91



**Birgit Fischer-Sitzwohl**

Managing Partner, Senior-  
Consultant

bfs@coverdale.at  
+43 699 101 32 686



**Adele Heinz**

Senior-Consultant, Trainer,  
Coach

ah@coverdale.at  
+43 1 533 44 27



**Peter Lendl**

Partner, Senior-  
Consultant, Coach

pl@coverdale.at  
+43 1 533 44 27



**Günter Lukas**

Partner, Senior-  
Consultant, Coach

gl@coverdale.at  
+43 680 22 14 900



**Werner Schröttenhamer**

Consultant, Trainer, Coach

ws@coverdale.at  
+43 660 200 5535

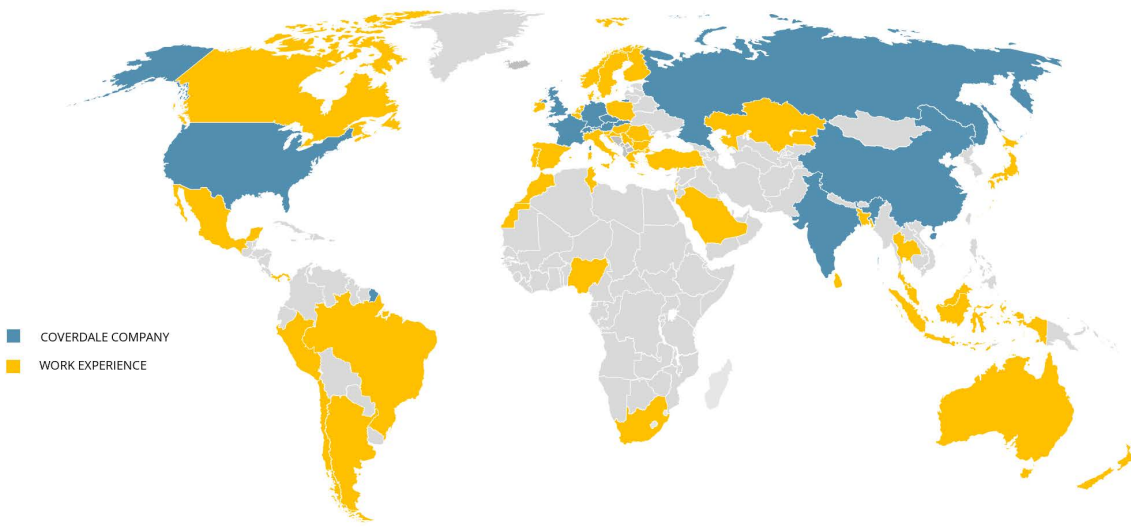


**Thomas Wulz**

Consultant, Trainer, Coach

tw@coverdale.at  
+43 699 11 599 134

# COVERDALE WORLDWIDE



# COVERDALE INTERNATIONAL





# Coverdale

WE ENABLE PEOPLE  
TO SUCCEED – TOGETHER

COVERDALE ÖSTERREICH

COVERDALE MANAGEMENTBERATUNGS UND -TRAININGS GMBH

MOHSGASSE 1/HALBSTOCK

1030 VIENNA

PHONE: +43 1 533 44 27

MAIL: [OFFICE@COVERDALE.AT](mailto:OFFICE@COVERDALE.AT)