



Markus Baumann

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I see coaching as a targeted one-to-one development process. It is about raising a person's awareness of the skills they already have, and enabling them to reach their full potential. It is important for me as a coach to maintain a solution-focused perspective. It is equally important to work on recurring problem patterns. This means appreciating and understanding the ways the coachee has tried to solve their problem themselves, while challenging

these approaches in order to become more successful in the future.

I feel that transparency is essential in the coaching process, especially concerning the models and tools I use. This gives the coachee a clearer understanding of what we are doing and why we are doing it. We translate the insights gained in our sessions into specific tasks which the coachee works on in their daily lives.

Core-Competencies

- Developing communication and leadership skills
- Mastering personal and organisational change
- Creating effective cooperation and performance within the team
- Personal Development & Career Development
- Developing coaching competencies as a leader
- Questioning the status quo and defining new perspectives
- Improving self-, stress- and conflictmanagement
- Overcoming emotional stress and personal crisis

Professional Experience

- Founder and executive partner of Coaching Company Pro GmbH and partner of The Talk Company GmbH
- Lecturer at the University of Applied Sciences North Western Switzerland, FH Kalaidos Athemia and KV Zurich Business School
- Many years of experience as a senior specialist learning & development and a senior coach of the Center of Competence for Coaching at Credit Suisse AG
- Business unit manager of a department of health promotion

Professional Background

- Coach and organizational consultant BSO, Psychologist FSP
- Studies in psychology and education at the University of Zurich
- Diploma «Supervision und Coaching in Organisationen» at the University of Applied Sciences Zurich ZHAW
- Certificate «organizational- and personal development», ISBW, Wiesloch
- MBTI Certificate Step I and II, Insights MDI and NEO PI-R Certification

Personal Background

- I live with my partner and two teenage children in Oberrieden
- My passions are skiing, sailing and scuba- diving
- What fascinates me is other cultures and different ways of thinking