

Coach- and Trainer-Profile

Henrik Turk vom Stein - Expert in Talent and Leadership Development

Henrik Turk vom Stein is a consultant, coach and sparring partner for leaders at all levels of the organization. His expertise combines a broad knowledge of today's dynamic work environments with a deep understanding of personality and the psychological drivers of individual success. His approach is both client-centered and systemic, supporting the sustainable development of the individual as well as fostering the alignment of activities towards the mission and shared goals of the organization.

Selected coaching topics:

Goal clarification

Especially for leaders, tasks and requirements are rapidly changing. Clarity on individual preferences, values and goals enables the successful exchange and alignment of expectations with important stakeholders – the basis for sustainable career- and business decisions. Coaching focusses on the development and refinement of personal goals, considering the individual personality, values and priorities as well as external demands.

Emotional and professional self-management

Aside of values, motives and preferences, an important key to success is the ability to adequately respond to the fast-changing requirements and challenges of our environment. Coaching focusses on strengthening behavioral strategies and competence to proactively influence and shape success.

Communication and conflict

In a dynamic work environment, competitiveness often depends on successful communication inside and outside of the organization. When communication fails, conflicts arise and diminish efficiency and performance. Focused coaching builds awareness of own behavior and impact, allows to break obstructive patterns and enables to solve conflicts productively.

Professional transitions and challenges

New roles and responsibilities require new behavioral strategies – both content wise and from the perspective of individual communication and positioning. Understanding requirements, making own strength effective and sending succinct messages are important elements in a successful transition to a new work environment. In a safe setting, coaching offers sparring and support to tackle these challenges in a structured and targeted manner.

What is special:

- Sparring partner at eye-level
- Business perspective combined with psychological expertise
- Internationally experienced, with strong English and German language competence
- Methodological excellence and personal credibility
- Client-centered and systemic approach
- Focus on strengths and individual growth
- Sustainable approach to complex topics
- Authenticity

Education and professional training:

- Diplom-Psychologe (Master's equivalent in Psychology)
- Certified Business Coach OEZPA GmbH (DBVC accredited), Certified Mediator InMedio (BM accredited)
- Licensed for Persolog-Personality-Model (DISG), PAPI und OPQ
- Certified EuroPsy-Psychologist for work and organizational psychology
- Licensed provider of assessment services in line with DIN 33430
- Broad range of professional trainings in the areas of communication, self- and stress management (e.g. progressive muscle relaxation and autogenic training)
- WingTsun & ChiKung Instructor (EWTO)

Professional experience:

- Independent business consultant, executive coach and trainer since 2015
- Senior expert roles in Talent & Succession Management with global process responsibility for more than 50.000 employees in an international pharmaceutical corporation
- International management and consulting experience with people and budget responsibility, focused on talent management, people selection and leadership development

Focus areas:

- Consulting, talent and leadership selection, coaching, leadership development, workshop design and facilitation, team development

References:

- Organizations ranging from DAX-corporations to small and medium enterprises
- Individuals from various backgrounds in coaching

Publications:

- Presentations as expert on talent management and people selection at Europe's largest HR Fair "ZukunftPersonal" in three consecutive years
- Several publications (e.g. "Finding the right sales talent" or "Preparing engineers for leadership roles")

Consulting and coaching in practice:

Leadership Team - Production – Team development

To support the strategic redirection and alignment of the management team, a workshop was designed in close collaboration with the new general manager and HR. The aim was to refocus the team's energies from an unsatisfying status quo to an engaging, jointly developed Vision. In the facilitated process, this vision was developed and barriers in the collaboration were addressed and resolved. Based on the workshop's results, communication processes were adjusted, resulting in a significantly improved collaboration and higher satisfaction of the management team.

Manager – Administration – 360°-Feedback Workshop

To drive both the effective collaboration in the team and the development of the leaders, a workshop was designed to share and discuss the results of the 360°-Feedback-Survey and agree on next steps. In a facilitated process, a trustful platform was created where strength in the collaboration were highlighted, but also development needs constructively addressed. Based on the discussion, an action plan was defined, and both employees and the leader took responsibility to implement the agreed measures.

Manager Development – Chemical Industry – Emotional self-management

In a targeted coaching process, personal stress triggers and emotional reactions were analyzed and new behavior and communication strategies developed. This enabled the manager to cope more effectively with the changes and challenges in the organization. The significant behavioral effect was immediately noticed by his environment and led to a successful promotion into a broader management responsibility.

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