

This Edition: ON CREATIVITY

VOLUME 10 - AUGUST 2023

IMPACT

MAGAZINE

MAKING A DIFFERENCE

How to Break the Popular Culture's Spell

Finding An Agency's True Passion

Hypnotherapy and Physical Illness

From Unfit Mum to Coach and Bodybuilder

Easy ways in challenging times

From Zero to Hero: An Emotional Battle for Success

Stop Researching Narcissism

When Clients Become Your Ambassadors



Ouly Reymond
Being an inspiring leader

www.coaching-business-academy.com/impact

Foreword: On Creativity

When reading the 49 stories of this month's IMPACT MAGAZINE edition there was one word that came to mind: CREATIVITY

How creative our authors got when it came to helping their clients! From astrology to hypnotherapy over to listening, connecting, coaching, consulting, using magical tools as well as conventional ones, creating their own methods and transforming lives and businesses.

One of my mentors, John Kehoe, mentions creativity as one of the 3 key components of all successful businesses (the other 2 are mastering the subconscious mind and taking action).

But what is creativity, really?

David Bohm, the world-renowned scientist and one of the most original thinkers of the 2nd half of the twentieth century, also known as one of the forefathers of the Quantum Theory, puts creativity in perspective in his book "on creativity":

"Creativity", Bohm says, "is impossible to define in words. ... A child learns to walk and talk just by trying something new – and seeing what happens, then modifying what he (or she) does (or thinks) ... In this way, the child spends his first few years in a wonderfully creative way, discovering all sorts of things that are new to him, and this leads people to look back on childhood as a kind of lost paradise."

But why does it have to be a lost paradise? Why do we allow the layers of conditioning, expectations and repetitions to cover up our inherent creative capabilities?

One of the reasons is our fear of making a mistake. "From early childhood" Bohm continues "one is taught to maintain the image of "self" or "ego" as essentially perfect. Each mistake seems to reveal that one is an inferior sort of Being, who will therefore... not be fully accepted by others..."

Ah, acceptance. And the never-ending fear of not being good enough...

So, what's the remedy to our covered-up creativity?

In Bohm's opinion it's firstly the awareness of the enemy of creativity: The habitually applied preconceptions and prejudices.

Secondly to have an interest in what is being done wholeheartedly and total, much like the young child does, to immerse yourself in the creative process for the sake of learning and growing.

And to enjoy the process with childlike enthusiasm.

Sounds good to me 😊

Love, Nathalie Sabrina Dahl.



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Hypnotherapy and Physical Illness - Adapted from The Power of Hypnotherapy - Your Magnetic Mind

Psychoneuroimmunology examines how illnesses are connected to trauma.

Illness causes stress and toxins. Conversely, stress and toxins cause illness. They reside in our body, painfully. By eliminating the source of the stress and supporting the system to eliminate the toxins, the body responds in a miraculous way.

When we explore the tangled mess of related traumas, many related knots loosen up until the whole gnarly bunch unravels. Then it can be wound into a neat ball and woven into something beautiful and useful.

Our capacity for healing is vast and mysterious. Because you have experienced events that defy rational explanation, and your body has healed from all kinds of wounds and illnesses, you know that these experiences are part of life.

If you can't say no, your body will do it for you.

People often self-sacrifice to "be good." Forced into being small, they over-serve others to their own detriment, causing illness, inflammation, even cancer and autoimmune disease. Bodies shut down to prioritize repressed needs. When the client sees that it is not serving them to stay quiet anymore, they can reframe it, be comforted, and let go.

Case Study: Long Covid - From Debilitation for Ten Months to Breathing Freely within One Session

Marnie is a usually healthy senior with a clean diet and environment. Before covid, she took daily walks and participated in activities. In January, 2022 she experienced covid-19 symptoms which got progressively worse. She had a high fever and acute respiratory symptoms for 6-8 weeks.

Symptoms: Post-exertional malaise, fatigue, headaches, nausea, heart palpitations, difficulty breathing, muscle and joint aches, insomnia, brain fog, ringing in ears, digestive upset, delayed motor responses, hallucinations, and pain.

What She Wanted: To walk, eat well, have a clear mind, be social, have lots of energy, enjoy rug hooking again, sing in the choir, feel free and healthy

Marnie sat in a recliner and easily went into a trance state. When regressed, she went back to memories of taking care of others as a young child, keeping house. She was abused and told to keep quiet, with the expectation to be a good girl and to keep her mouth closed. She feared punishment. She kept dreams, wants and needs to herself. She could not express her intuition and psychic guidance.

Suppression of feelings, desires and needs suppressed her immunity. Holding it inside produced stress, pain and disease. She gave so much to others that her body stopped her by shutting down.

In reframing the memories, Marnie acknowledged that she deserved to be cared for and protected. She was not bad for having psychic abilities. She cried as she told her inner child that she did not deserve a life of limitation. She had stayed quiet to protect herself and now, she was listened to and her needs met. Adult Marnie gave comfort, love, protection, caring and gentleness to the child. She became responsible to her inner, innocent child.

What the long covid needed in order to go away, was honouring her psychic abilities. Marnie's subconscious mind said it wanted to express intuition freely, to be heard daily and trusted. Her psychic ability spoke, "It's time to use this ability of yours."

She had been afraid because psychic ability was not accepted in her culture. In promising to follow her intuition, she felt a "Letting Go."

"Be who you are. Do what YOU want to do with these abilities," the subconscious said, "This is a wake-up call. You can't be everything to everyone." She could honour that part that "raises eyebrows."

Marnie's breakthrough realization: When she prioritizes herself she can say no, put energy into what she wants to do, make decisions from clarity instead of fear and honour her cerebral ability no matter what anyone else thinks.



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In the following Affirmative Transformational Commands, Marnie's highly personal commands are in

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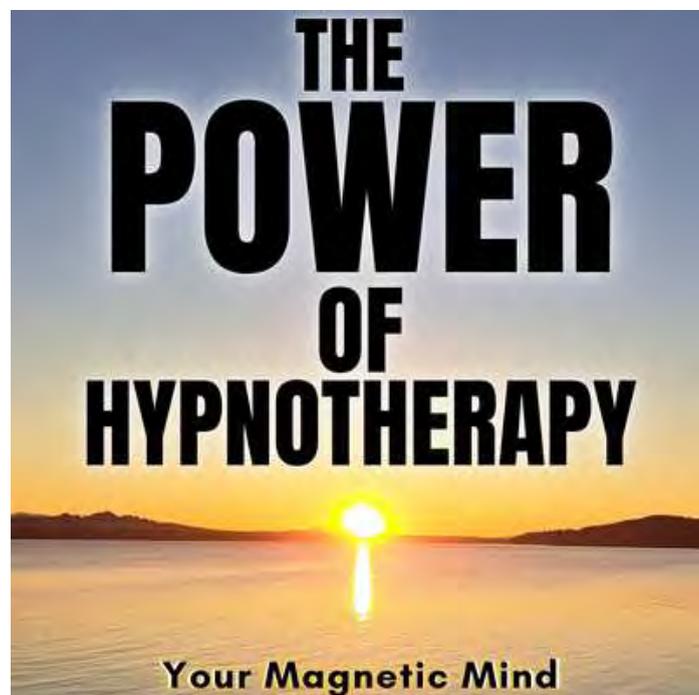
“You eat healthy foods, knowing intuitively what to eat to give your body what it needs for full health. You have a clear mind. You enjoy seeing people, being social. You have lots of energy [and are going back to your rug hooking group and singing in the choir.] It's time now to be who you are, to use this ability of yours. Clarity is the mind enabler. You feel this rightness. You are safe. You are strong. You are uncovering and opening up to what you want to do with the rest of your life. [It's helpful to celebrate your cerebral ability.] You have a sensory awakening and clarity. You find the strength. You already have the directive to do anything you choose. You can make decisions now from clarity rather than from fear. You make good decisions, healthy decisions. You let go of old wounds, you are safer now than ever. You are comforting that inner child, [you are there for her and you are aware of her needs.] You can breathe easier. You are taking steps forward now. You are OK with you being you. You have compassion for yourself. Your body knows how to heal and it heals miraculously, now. Breathe in healing now. Breathe in relief now. Breathe in power, now . . . ”

Immediate Results: Smiling, Marnie said she was relaxed, relieved, breathing was easier, fear was gone and she felt ready to light the way for herself. Her guides were happy. The answers come at the right time in the right way. She looked vibrant.

Three Months Later: She was singing, walking, being social, creative, designing rugs, honouring her abilities, wants and needs. She feels even better when she listens to the recording. She has let go of being the good girl.

“It’s now one week since my RTT session with Signe. Ten months of debilitating Long COVID symptoms basically disappeared within hours of this session. And this radical improvement holds. To say thank you, Signe, seems pretty inadequate. You’ve given me my life back.”

- M.L.



“The Power of Hypnotherapy - Your Magnetic Mind” is on Amazon: \$0.99 ebook, \$9.99 paperback until August!



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By magic, companies, teams and individuals find their "best selves"



Susanne Busshart

SBCdigital GmbH

Today I would like to tell you how to make EVERYONE happy in a company.

Usually I am brought in by the board or management to make a company more efficient. Culture Change, New Work and Digital Transformation are the magic words used to define strategies for the future at the corporate level.

Since you can't take care of an entire company at the same time, it often goes to a „test team“ that deals with the issue prioritized by the board. I always enjoy moving from the strategic level to the operational level.

And ultimately, a company is made up of employees. So it is important to make them participate. Communication is the most underestimated topic in processes. Informing, creating transparency, communicatively accompanying a process and also exemplifying it are the magic words here.

So how can you make everybody happy? Just look and listen. Usually, in the first few minutes of getting to know a partner, you can already sense what the challenge might be. Exciting, isn't it?

My witch's kitchen is very pragmatic and yet very scientifically based. I listen well, because that's what we have two ears for and only one mouth. I support with agile (leadership) workshops, as well as personality development - perhaps also with Reiki. For me, it is therefore important to constantly develop and educate myself.

Outcome: Everybody is happy: The company is strategically ahead, the department is seen and the employees are more and more satisfied.

! Important: Change never stops. So we're never done but that's a beautiful thing !



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How Sandra found a powerful niche for her coaching business and created a stream of new clients

Sandra's been running a successful coaching business for just over ten years but is finding it increasingly difficult to attract new business. It's hard to stand out from so many new coaches in an increasingly crowded and financially competitive market.

She needed to niche herself and add something new and exciting to the mix which would be irresistible for new clients.

From a corporate client she'd heard about a career development program that was achieving powerful results. What appealed to her was the short and snappy format: quick daily video sessions supported by immediately actionable activities which didn't interfere with busy lives. Four stages in the career roadmap guided participants through deeper insight into themselves, clarity of purpose and direction, focused skills building to overcome typical career stallers, and finally personal brand-building and a clear action plan.



It became obvious to her how she could use this to grow her business. She could sell her clients the concept of a four to six month guided personal development journey which combined skills building and coaching.

She approached us at BestStepEver and explained how she wanted to use our roadmap program in her coaching business. Her innovative approach made complete sense to us. We entered an arrangement whereby she offered the roadmap to her clients at a preferential rate and wrapped a coaching process around it.

It's now four months later and she's delighted with the results. "Clients are very attracted to the guided self-development & career journey I'm offering them, and I've had so many more sign-ups than I expected. Upfront they commit to a six-month journey which greatly enhances their chance of success, and I benefit from continuity of income. It's becoming a game changer for my business".



Margien Matthews

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How Do You Show Up?

One day as I was working for a business school's program for HR executives, a lady came up to me saying that in her company they needed to announce an important restructuring, which would also involve layoffs. She was afraid however she would break down during the announcement and hence therewith would reduce the acceptance of the planned measures or even give room for increased resistance. She asked me what could be done about this. So, we looked at the stories she was telling herself about layoffs. What emotions were evoked? How would they play out? What sensations did she feel in her body? Was she aware of her body posture and the relation of that with her thinking and emotions? All of us carry an enormous number of stories with us, that we created as we started learning about ourselves, how we relate to the world around us and how things are taking place. Together they make up the narrative that is stored in our subconscious and that determines to a very large extent how we show up in the world. Or in other words: it defines our relationship with just about everything in our life.



So after examining her narrative we quickly moved to looking at possibilities how she could change her relationship with her topic. In other words: what parts of her narrative were asking for revision? She found several possible changes and decided to implement the desired changes, which meant practicing a partially new narrative until it became a habit. Afterwards, not only did she survive the presentation but she was very effective in delivering the tough messages of the reorganisation and realising it according to plan.



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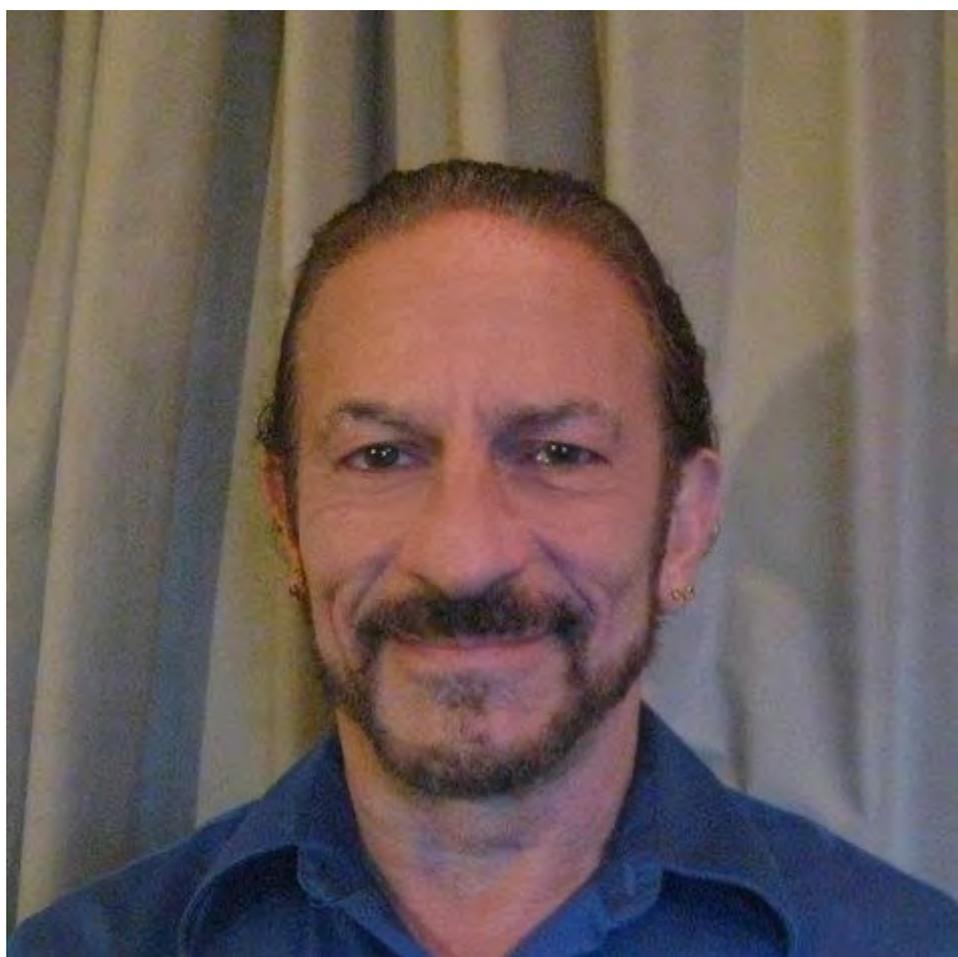
Entrepreneur increased business by 8x, while losing weight, getting fit, and re-igniting his relationship

When Bill came to me, he was working his brains out; totally focused on his business. He was frustrated because with so much hard work, he wasn't really seeing much return. He said it was like being stuck in first gear. We looked at what he was doing (and not doing) and discovered a lot of efforts that made him feel productive, but weren't really producing. This is where I knew what he needed was a major change in his mind-set.

Over the next few weeks we started focusing on him, rather than just the business. He needed to really get that he was the pebble, and his efforts were just ripples. If he was burned out and stressed, he'd be conveying that to potential clients. If he was embodying his core values, he'd convey that. So the reset began with his health and wellness, even though that seemed outside the business picture. By optimizing his workflow we freed up enough time for a sane exercise regimen, as well as time to think and reconnect with those values. Building on his strengths and values, he could integrate them into the way he engaged with the world, both professionally and personally.



He doubled his business each month we worked together, got super healthy, and transformed his relationship with his partner, “from emotionally frozen status quo to an engaging, enriching, life giving force,” (his words.) This is where Integral Coaching excels; the integration of life, business, health, relationships, and every aspect of your life. If they’re not integrated, there’ll be imbalances. There’s really no way around that. If they are integrated, they all support each other, and you.



Ian Blei

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Breaking Free: Martina's Journey from Self- Doubt to English Fluency

“My whole life I’ve limited myself with the belief that I’m not able to speak English fluently. This voice in my head telling me constantly that I can’t speak English got me stuck in every conversation. I felt ashamed, frustrated, and dull a hundred times when I was surrounded by people who had conversations in English. It was so bad that I didn’t even book English classes because I thought I’d fail anyway.”

These are the words of Martina, an exceptionally talented and creative online digital trainer. When I hear such words from women struggling with their English speaking confidence, it breaks my heart and reminds me of my own past struggles. For years, there was also a voice in my head telling me, “You’re not good. You’ll never amount to anything.” Through personal growth, I discovered my passion for empowering people to believe in themselves and helping them master challenges in their English speaking skills.



When Martina and I first met online, she appeared timid, stuttering and searching for words. She told me that she was asked to conduct online training for an American company in English. She worried about making mistakes, forgetting words, and she was unsure about her pronunciation. "I want to be able to speak English fluently so badly because it seems to be the door to the world for me: The ability to communicate confidently outside German-speaking countries means freedom for me – and that’s one of my most important values in life."

Together, we made a plan to achieve quick results and prepare her for the training. Role-playing the sessions, she learned the necessary words and phrases to express herself professionally and worked diligently on her pronunciation so that she could sound more natural. Most importantly, we laughed and enjoyed our sessions together. I was amazed at her knowledge and capabilities. She was determined to learn how to demonstrate her expertise in English.

"This is my chance. Now I have a specific goal to reach, and I will reach it. I'm going to conduct this training in English, and it will have the same quality as the German version!"

After working intensively together, Martina was ready to showcase her expertise in English.

"Now I feel much more confident when speaking English, and am currently working with my first training group in English. Don't take me wrong: I was super scared, but due to Loretta's support I was convinced that it will be a great training with a lot of value for my trainees"

Let Martina's story inspire you to know that you too can become a confident English speaker. Embrace the challenges, believe in yourself, and step outside your comfort zone. Take small steps forward, and you'll be amazed at the progress you can make.



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Easy ways in challenging times



As an European Category Director in food industry, I'm responsible for an European product portfolio but also for an European team. Working with different nationalities and leading people from distance creates a certain complexity and brings some challenges alongside.

I connected with Volker in a time where I had some challenges in my private life that lead to less ability of dealing with the daily, sometimes political challenges in business life. Therefore, I was looking for support on how to deal best with stress and my insecurity.

During my work with Volker, I learned on the one hand to connect with my past to understand my reactions and me as a result to this much better. I think most of us are aware that we are somehow the sum of our experiences but Volker showed me that we can understand and use even bad, challenging experiences from the past to boost our personal development. He trained me to create a more friendly contact to myself with a deeper sympathy for my personality.



On the other hand, one of most important learnings for me was Volker's great ability to open up my mind to see different perspectives, see other and new possible "truths" besides the one I created in my mind. That really helps me to balance especially emotional reactions. A good help and – to me – surprising work on this was to get in contact on how these emotional reactions connect with your body language. By transferring your feelings into body speech Volker trained me a new way to work also with my body. I was impressed by Volkers very calm and thought through way of communicating with great empathy in a perfect balance with concrete propositions. It was a great pleasure to work with him. Everything we worked on supports me in my daily work.



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Light a fire with your spark!

As a teacher you can light a fire with your spark, which is priceless. Lessons turn into a memorable experience for students. By the by, they will learn a lot, often without realizing it until much later.

Here are two messages (slightly adapted) that I got out of the blue in recent years, which need no more comment:

1st:

Dear Mr Perino

I hope I'm not bothering you. My name is SL*, I'm one of your former students and now study at the Zurich University for Education (PHZH).

Today in my lesson about “quality in teaching”, as a positive example, we watched your English lesson that you had recorded at the time with me as a 13-year-old student in it. I watched it with tremendous pleasure, and I just wanted to let you know that you were an awesome teacher and I offer you my deepest and profound respect. At the time, I didn't realize the effort you must have put in preparing a lesson and how much more interesting a lesson of yours was compared to some other teachers of mine. Just wanted to let you know. I wish you and your family all the best. Yours sincerely SL*



2nd: (from my lecturer colleague at University of Zurich):

Dear Hansjuerg

I hope this message finds you well!

I just wanted to quickly drop a line to let you know that MF, who had you as her English teacher at Freudenberg, is in my course.

In talking about why the students chose this career path, she mentioned (with glowing eyes!) that it was your lessons, your teaching and most of all your enthusiasm that enthralled her and made her want to become an English teacher.

I thought you should know... M*

* Names anonymized



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Love wins

Everyone wants to love and be loved. It's really the true meaning of life but love can also be a very elusive thing. A few years ago, a lady came to me for help. She had been married but her husband had died in very tragic circumstances. She had lost her self-worth and confidence and because of that she had some very bad experiences with men after that.

The first one was when she was dating a lovely man, so she thought. She could not fault him, but she still had a deep gut feeling he was married. She confided in her best friend who suggested they contact the parish priest in his area to find out. He was married. She broke it off the next time they met and told him that she knew he was married. His response was and this is word for word. "Well at least I can say that I met one saint in my life".

The second incident was with a guy she was seeing who went away for the weekend and when he came home, they met outside his house as he got out of his car. She told me that it was a micro, split second drop of his face the second he saw her that made her know he had done something wrong. She went through his phone bill and saw he had been calling a number that weekend at 6am in the morning. She knew it was another woman. He ended up confessing to her as she literally talked it out of him because her instinct would not let it rest.



We worked together on her confidence and strategy and two months later she met a wonderful man. They are getting married this year. Never give up. Love always wins.



Frances Kelleher

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What makes YOU stand out of the crowd?

A lost Apprentice, having no skills, knowledge, wisdom, yet vigorous with a lot of energy and enthusiasm, hungry for broadening horizons and exploring the mysteries of life and happiness, met on his way the Old Master.



The Master, seeing his open mind and heart, agreed to teach him. The Apprentice's task was to sweep the road and paths around the temple and to take care of the daily supply of fresh water from a nearby river, as well as auxiliary work in the garden.

After several months spent in new circumstances and in an environment of new challenges, the Apprentice, observing the Master during his lessons and teaching other, older and more experienced students, felt weary, and after a few more years he felt impatient.

One day the Master, while browsing a morning work in the garden, noticed the Apprentice who was sweeping the path. He did it sloppy, careless.



He came up to him and asked: "why are you working carelessly?"

The Apprentice replied, "Master, this work teaches me nothing, I keep sweeping, carrying water, I rake the leaves and do the weeding only, when I start to gaining your knowledge and skills, when you start teaching me your wisdom so that I can be fully knowledgeable, happy and prosperous to become a Master?"

The Master replied with a smile: "Through the daily, routine work, you learn the most important thing - the quality of work and patience. Each of these works is necessary, its type is not important, but its quality and your commitment will be the measure of achieving the Mastery in time. "

This is where Continuous Improvement begins. Be patient, conscientious, open minded, consequent, and reach a KAIZEN MENTOR to elevate your skills development and/or business.



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Stop researching narcissism

by **Keeley Taverner**

Key for Change

Incessantly researching narcissism is bad for your health and it's a massive problem. Whether its face to face, online or an initial fact-finding call. Constantly researching can result in stuckness, obsession

and if we're not careful perpetual victimhood. All of which is not great for your greatness.

Don't get me wrong, discovering narcissism is life changing, learning the latest terms, manipulation tactics and understanding controlling behaviour can be lifesaving. Saving your sanity and providing much needed relief. You soon realise your exasperation makes perfect sense. Your efforts to resolve situations were futile. It can be such a sweet victory.

But tread carefully, we can get stuck at the research phase and the healing process becomes thwarted. And it's not entirely our fault. Those blasted algorithms rhythms attune to your interest and your feed is brimming with similar content. The next thing you know, your social media platforms exacerbate the issue by filling your feed with narcissistic content. Then I actively use those platforms (as best I can) to encourage people to stop researching. Often, my sentiments aren't always welcomed and frustration spills into the comments. It can get nasty and I am up for this important challenge.



While I fully appreciate its sanity saving to discover narcissism. We must go beyond it and deepen our insights. This next phase is not for the faint hearted and its not all lollipops, unicorns and rainbows. This seems rather counterintuitive to the 'Be positive' movement of our times. But being perpetually positive is not good for your either, especially if it leads to distortion, avoidance and perpetual positive reframing.

What I am talking about is flipping the mirror back on the self. The healing journey starts within and requires us to summon up bravery, courage and commitment. It takes self-enquiry, self-responsibility and self inspection. All of which, are not cosy. Change never is. We must get to a point where what we're doing is no longer serving us and change becomes the only option. We all have choices and every decision we make creates our reality and establishes our future.

Or we can continue to research narcissism, stay stuck and become a life-long victim. Very uncomfortable truths and maybe I am too harsh. But as the odd adage goes, the truth will set you free. Learning how we unconsciously co-create our misery is vital. Asking self-enquiring questions is essential and becoming curious holds the power to transform lives. If you're struggling with a narcissist, here are a few self-enquiring questions to ponder upon.



1. Why do I need to go above and beyond?
2. Why do I struggle to stand up for myself?
3. What are my red flag behaviours?

When it comes to the 5 big personality traits, victims of narcissists tend to be agreeable people.

Typical characteristics are cooperative, easy going, helpful and conflict avoidant. All of which describe my client base – the empath. Dealing with a narcissist is further complicated if we were unfortunate to have a narcissistic parent. The empathic child grows into an adult well equipped to deal with complicated personalities and it's the birthplace for our seeking validation behaviours. It's a perfect storm, but take heart my friend, in every adversity is an unwelcomed opportunity.

Beyond narcissism is all about the transformation journey. The principles to set you free are three and as follows:

1. Deepened self awareness

Rather than heighten in depth awareness of others (narcissist), we flip from looking outwards and journey within

2. Conscious choice

The most important catalyst for growth and transformation. Here we break vicious circles, get out of comfort zones and take back our energy for manifestation of an empowered self

3. Action

Getting out of stagnation zones. Trying something different and expanding our lived experience. Facing fears. Saying yes to our passions and taking baby steps that inspire leaps of faith. Pursuit of an abandoned dream. Activation of latent potential and should you be up for such a quest, I have no idea who you could be, what your life could look like and that concept is absolutely fascinating. Oh the possibilities.

In closing

3 principles for a personal revolution. Self awareness. Conscious choice. Action. Many are called. Few are chosen. Ask yourself, sameness and stuckness? Or newness, novelty and active pursuit of your greatest gift? The gift within, your potential awaits you. Its never left you. At times, it was a whisper. Sometimes a shout. Harness adversity for your better you. It's the ultimate revolutionary power and will equip you to live a good life.



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Leader taking a stand for what she knows is right

As she leaned into her own values and leadership principles, trusting herself and her knowledge, she decided to say no to launching this program at this time.

My client showed up to a coaching session quite stressed because she had been told by a powerful player in the business to roll out a specific D&I related program. It was a program she was passionate about, but she felt confused and stuck by the politics involved.

This client holds a relatively senior position within the HR team of a very large organization. She's committed to DEI and making a difference. The program in question was something she had designed and wanted to run, but something felt wrong about this sudden urgency and demand.

We looked at the different forces involved. There were powerful people with strong opinions about this program – some for and some against it. Normally she would influence those against and get the program rolling. But she knew something wasn't right. As we investigated, she realized the timing was wrong and the conditions were wrong; it was a senior leader's political play. The ones promoting the program were just doing a tick box exercise and it wasn't really going to make a difference. With her experience and expertise, she knew the right conditions were not in place to make a program like this successful.

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As she leaned into her own values and leadership principles, trusting herself and her knowledge, she decided to say no to launching this program at this time. She felt strong and clear – the confusion and stress gone. When I checked in with her next time, she said she indeed said no to those pushing her, informing them what would be needed to make that program successful. Then, as she reflected further on her own, she found a way to make one aspect of the program possible and she launched that with a smaller group of people.



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Manager says “Goodbye to that Sandwich Feeling”!

When I first met my client she had just received a serious warning from the CEO of the company. He was extremely satisfied with her work of introducing Quality Management systems. However, the interaction with her peers and her team left a lot of room for improvement.

When we started working together she felt very defensive. “I’m the scapegoat for a situation inflicted on me”, she said. So, noticing the anger and frustration, of course, I made her feel safe and at ease and she poured out her bitterness and negative emotions. In the course of time I helped her identify other factors leading to the feeling of pressure from all sides, e.g. her boss, the team, her peers. And she suddenly realized that this feeling was very familiar. “As a child I was a very good at swimming and I had to perform because my parents, the instructors, the team – everybody expected me to excel in each competition. That was hard and I had no-one to talk to, so I thought I’m always out there on my own, feeling squashed.”

She was now in a position to accept that tasks like the installation of a Quality management system is the task of the whole management team and not just her responsibility. “I no longer feel squashed like in a sandwich. I’m feeling more relaxed. When the situation begins to feel tense, I now realize what’s happening and I have the means to react appropriately. That’s really great!”

She's now a well-respected member of the management team again doing an outstanding job, without that "Sandwich feeling"!



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Vertrauensvoll. Zusammenarbeiten.



How family dynamics influence our careers

My client Sarah (name changed), a woman in her 40ies works as a senior doctor in a hospital and has issues with her boss. He makes her feel small and worthless. Although she keeps emphasizing that she is doing an excellent job, her words seem empty. She doesn't "feel" her value.

We take a deep look at Sarah's family structures as family dynamics teach us a lot about authority, success and identity. When similar dynamics arise in the workplace, we can easily fall back into old childhood patterns by reacting emotionally. The parallel to Sarah's family is quickly revealed. She has an eloquent, very intelligent, but also destructive violent father who often insulted her. Her boss stands in for her father, a smart narcissist with subtle destructive patterns. With this similar "father pattern" he triggers an old wound that has not healed yet. It brings up old painful feelings in her. Brain researchers have found that physical pain and hurt feelings set the same brain regions in turmoil.

ULRIKE KRASEMANN

LEADERSHIP COACHING

So on the one hand I reflect with Sarah her unconscious behavior by using a painful situation with her boss from her everyday professional life. Once she is able to understand it and sees the parallel, it's easier to set herself an intention for change. It's a conscious decision! On the other hand I work emotionally. Because if we don't know what we feel and can't name our feelings, we are walking in the dark. This makes us narrow and unfree.

We furthermore work on Sarah's communications patterns. From session to session she regains her power and is more and more able to achieve her goal of distancing herself from her boss. Through her inner growth she found her way back to her own dignity.

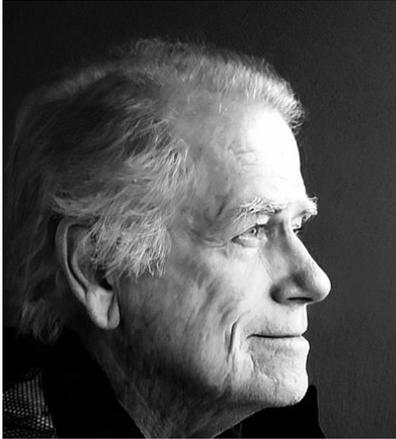


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A Challenging **Threesome**: Here's How They Started Working Together Better



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“Now I trust the others, have a respect for their challenges, understand how to communicate effectively with them and we have a path forward in our partnership.”

Three national organizations were not functioning well together yet needed to collaborate on large contracts that are worth over \$100,000,000. The three couldn't communicate or produce at the required standards. Their multi-year Contract required a Charter.

“I'm under huge pressure to perform. We don't communicate. I'm exhausted. My boss doesn't seem to understand. I may have to quit.” Gale's sentiment is repeated by many people in the three organizations and around the world.

They reached out to me. Things dramatically and positively progressed. And then...

A Partnership (or Team) Charter serves to focus members on goals, objectives, values, commitments, accountability, and leadership.

We took this path to collaboratively create and commit to a Partnership Charter.

- 1) Pre-meetings with leadership.
- 2) An online survey for all involved.
- 3) In person participant driven workshops addressing values, rules of engagement, communication skills, psychological safety, Non-Violent Conversations, and integrity. And lots of laughs and play time.
- 4) A written Partnership Charter including Priority Setting, Values, Procedures and Norms, Mutual Expectations, Dispute Resolution, Purpose, Sustainability, and an Action Plan.

Gale again spoke for many when she stated: “Now I trust the others, have a respect for their challenges, understand how to communicate effectively with them and we have a path forward in our partnership.” Things dramatically and positively progressed. And then... they all got busy, reverting to their old silos, and put away the Charter as “complete”.

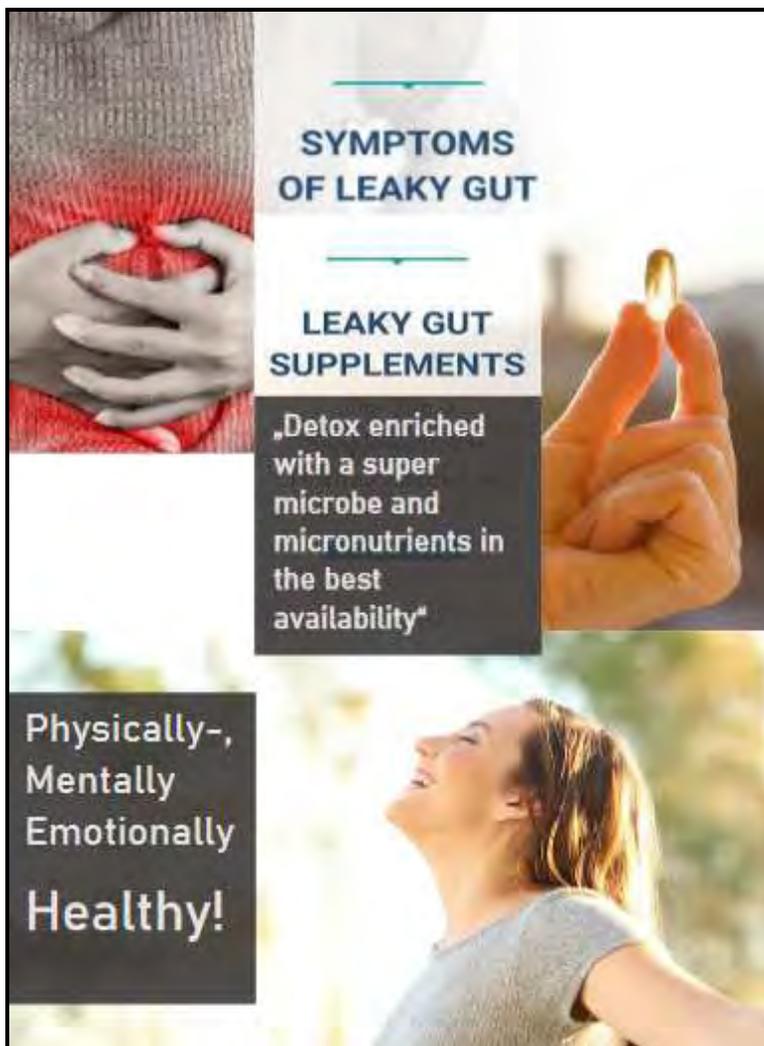
Charters are never complete. There are many steep steps to be climbed to evolve their multi-party cultures and shared successes. It takes time. With their Charter, the Partnership now has an inukshuk. An inukshuk is a marker for the trail through the wilderness. Wilderness is often travelled before breakthroughs. A Charter guides. Does your organization have an effective Team Charter?



From Burnout to Burn-IN

How to reactivate your self-healing powers in a fast and natural way and regain your power

Mary, a participant of the Body-Energy-Mind-Soul-Spirit Day, described her case as follows. She suffered from Leaky Gut for a long time, which gave her a life with many restrictions, allergies, diffuse pain and the constant and persistent fatigue and finally a burnout, which is now a part of her life.



Leaky Gut, knows no age and many are unknowingly carriers; in this case, the perforated intestinal, loses all, toxins it that it should destroy and the nutrients that we need for our vital well-being. Although they eat enough the affected are starving. Body and mind form one unit and should also be seen and treated as such. Mary started with my proven Tripple Effect Method. Detox-fasting-building-mental detox.

Life Balances



With a hormone saliva test we determined the active hormone status, which determines the further course of action. A detox and nutrition program specifically for her, which in her case included eating fermented foods enriched with the a microbe, Bacillus subtilis. 18 hrs of daily fasting; after 14 hours the body starts cell regeneration and her body switched into the self-healing mode. Sauna, exercise and meditation support her detox additionally. After the intensive detox, her acne, food intolerances and migraines disappeared. Now She was ready for the setup with liposomal-based micronutrients treatment that tricked out the issues with Leaky Gut. She literally experienced a Burn-IN from her Burnout, the life force and joy returned, with Star Magic Healing we released the emotional-link that led her directly to the root of the trigger via the cosmic WI-Fi and avoided a long expensive stay with therapies, loss of work etc. Happy wrote she to me: "I have regained my vitality, my body is in self-healing mode which gives me new perspectives for my life. I am grateful for this experience; detox- fasting- micronutrients combined with Star Magic.



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From Zero to Hero: An Emotional Battle for Success

As a coach, it's crucial to understand the emotions of our clients. While I have had many clients in the past, the story of how one of my clients, a man in his late thirties, transformed his life for the better is truly remarkable.



Coming from a traumatic childhood and being unsure of what he wanted in life, my client was always feeling lost, depressed, and hopeless. Although he had several business ideas, he lacked the self-confidence and determination to succeed.

When my client came to me, I asked him to describe himself. I explained how the words you utter about yourself that begin with "I am" can be potent and can define how you see yourself. Unfortunately, my client was using many negative words to describe himself and his past experiences. Whenever he encountered an obstacle, he quit immediately.

So, I commenced the sessions by helping him change his mindset. Instead of feeling like a failure, I encouraged him to view his past experiences as opportunities to learn. We also worked through his self-limiting beliefs and used daily practices of self-love, compassion, and care. He incorporated these habits into his daily routine and began regaining his confidence and building a growth mindset.

With his self-esteem boosted, he launched a new business. Although he was terrified of failing again, I helped him move beyond his fear and take bold steps. Together, we developed a strategic plan, from researching potential markets to creating a viable product based on his passions and expertise. As a result, his new business thrived, and he gave credit to the coaching process for it.

This coaching journey taught me that everyone is capable of changing their lives with the right support. Even if you are feeling lost or hopeless, it is possible to find a way out and become successful by committing to change.



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The Power of Human Factors in Leadership: Transforming Organizations

Thomas Gelmi, an internationally renowned leadership development expert, emphasizes the importance of human factors in leadership and collaboration. He has witnessed the transformative impact of this approach over the past two decades. Still, he recognizes the need for greater awareness due to challenges posed by AI, digitalization, and demographic change.

An example of this impact has shown measurable value for a leading tech company. This organization faced typical challenges such as skills shortage, relatively high turnover, poor engagement, and insufficient customer satisfaction.

Over two years, more than 150 leaders across the organization completed Gelmi's «Leadership Excellence» program, starting with the executive team. By sustainably developing crucial human factors like emotional intelligence, resilience, and effective communication, a shift in organizational culture began to occur gradually.

During the program, leaders realized that, paradoxically, caring for their own and their people's mental and emotional well-being – rather than solely focusing on numbers – was a sustainable path to the organization's financial success. And although this human-centered approach may seem like common sense, it is often not so common, especially in profit-driven environments. However, by authentically emphasizing the human side of leadership and collaboration, organizations unlock a powerful catalyst for healthy



Using a unique hybrid learning approach, including e-learning, immersive workshops, and individual coaching, leaders embarked on a transformative journey.

They cultivated self-awareness, authenticity, and a deep understanding of their values, forming meaningful connections with their teams and other important stakeholders.

As a result, the organization keeps witnessing increased employee engagement, retention, customer satisfaction, and loyalty – the key drivers of profitability.

Explore the transformative power of prioritizing human factors in leadership, teamwork, and customer relations at www.gelmi.coach.



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GELMI

INTER
PERSONAL
DEVELOPMENT



Two Powerful Tools that Moved an Executive from Overwhelm to Empowered Leader

As we all know, big life changes and transition can be overwhelming. Uncertainty and doubt can move in on us quickly, leaving us feeling confused and sometimes even paralyzed.

I could feel this uncertainty in my client Gwen (not her real name) when she came to me for coaching right after a promotion to a senior managerial role. Overwhelmed by the weight of her new responsibilities, she found herself doubting her abilities and wondering how to move forward.

In our first sessions, Gwen bravely shared her fears and uncertainties, sharing the challenges she faced in finding her voice as a leader in this new role. This big change with new responsibilities, expectations, challenges, a new team, was putting a cloud over all that she knew and had done previously.

One of the first things we explored together were Gwen's values - the things that mattered to her most, as a leader and a person. With so much newness, coming back to something she could control - honoring the values most important to her - was key. With this new focus, she was able to connect with a bigger impact and meaning in this new pivotal role.



A second key element we explored was the power of her mental habits. We identified the thoughts that propelled Gwen forward toward who she wanted to be as a leader and those that got in the way. Armed with valuable tools and strategies, she learned to shift her mental habits so she could more consistently support herself on her leadership journey.

As our coaching engagement drew to a close, the transformation in Gwen was awe-inspiring. The heaviness that weighed her down in the beginning had been replaced by an unwavering confidence in her leadership abilities. She radiated authenticity and purpose, embodying the qualities she once doubted.



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An inside-out approach helps a person who stutters overcome fear and anxiety to realize their dreams

Did you know that approximately 80% of children who start stuttering eventually grow out of it? For multiple and complex reasons, the remaining 20% grow up into adults who still stutter.

Those who stutter believe stuttering is not something you always outgrow. But I know from first-hand experience that you can grow through it.

My client Julie came to me when she found herself at a crossroad in her life. Her dream was to get a Masters degree. She felt insecure and had self-doubt, hesitating to put in her application. Not because Julie wasn't smart and motivated, but because she stuttered.



Every waking moment Julie experienced great fear and anxiety, trying so hard not to stutter. She was worried about passing the interview to get into the program.

Working together, thoughts emerged behind Julie's feelings of fear and anxiety around applying for a Masters degree: "How is this possible if I'm not confident in the way I speak?" Suffering from long-time shame, Julie beat herself up with negative self-talk and criticism, concerned that others would judge her 'not capable' because she stuttered.

The catalyst for Julie to move beyond her comfort zone to confront her fear with stuttering came down to this: "I don't want to look back when I'm older and feel like I settled and didn't reach my potential."

Unlike speech therapy which focuses on external mechanics, Julie did deeper inner work. Through self-reflection she gained awareness which helped her personally grow, especially around her mindset.

Fast forward to now and Julie is close to finishing up an internship to earn her Masters degree. Armed with knowledge and a better understanding herself, she's found greater empathy and self-acceptance. Julie shares that "the process brought me more confidence and now I find it easier to express myself."



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How one CEO ready to move to a private island to escape, was able to reset and soar

As a mindset coach, for professional women, I'm passionate about using a 5 step approach to connect them to owning their life instead of being swept up by life. As someone who's coached women for over 10 years I know, the more my clients own their YES and their No, life becomes a ticket to expansion vs. a life fed by guilt and obligation.

Ana's no exception. She and I met "by accident" at a networking event. No mistake because what wasn't apparent to me from her poised and put together presence, was she felt the heaviness and burden of her life. Running a company, being a mom, a wife, being the go to for her friends and immigrant mother... it had all become a heavy bolder with her suffocating underneath it.



During our first session, she admitted: "my secret wish: is to escape to a deserted island and leave the business, husband, kids and community on the mainland". She knew that wasn't the life she wanted but had no idea how to change it. She thought maybe a magic pill would make it all go away.

The first session was a deep dive. She got to uncover beliefs holding her back. She was able to connect to her WHY. And own her ideal day, and life. Which allowed her to uncover the reasons why her current life felt so out of balance and unaligned with who she really was.

When you don't know your WHY, or you keep going without reevaluating, it's easy to feel swept away or disconnected from your inner self. When I work with clients they learn tools that connect them to their heart rather than always choosing from their head, so life can have more meaning.

Coaching gave Ana a place where she could finally show up for Ana! Unique for her, because even as a little kid, growing up with a single mom, she was the go to person. But in coaching without anyone expecting anything from her, she could feel nurtured, supported and nourished. She could stop giving from an empty well. She started to appreciate herself, with kindness and compassion instead of feeling depressed, frustrated and angry because she wasn't handling things better.

In the work we did, she set up a schedule for herself based on her why. With Ana at the center of her day. As she fed herself she was excited for her life again. For the first time she was allowed, to make space in her day for Ana, free of guilt and needing to explain.

She was more effective at work. She liked her husband again. She was enjoying being a mom, and volunteering because she reconnected to her genuine desire to serve. And, setting boundaries with friends and family without guilt.

She was excited at who she was becoming. When I asked about the move to the island: "only if I can take everything with me."

When you commit to you, magic can't help but happen.



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Finding An Agency's True Passion: How Overcoming Self-Doubt Can Lead to Fulfilling Work in Niche Industries

I often work one to one with creative or marketing agency owners. This isn't always about 'fixing' systems or helping them market themselves better. Sometimes it's about helping them overcome self-doubt and fear and pivot the business.

In this case, the owner of a successful social media agency came to me feeling demotivated. That's not the kind of thing you share with your team. The agency was saying yes to any type of business and only attracting social media work. The problem had grown from day one: 'Social' was part of the agency name!

This meant they were losing out on working for the kind of clients they wanted to work with. And missing opportunities to attract creative, strategic and more profitable projects.

So why had they lived in this unhappy situation for a while? The owner had worried about changing the business name. As well as redefining services and niching on clients. Change can be scary as we all know.

Over the course of a day, we talked about ideal clients and the type of services the agency wanted to offer. And what the implications of launching those services might be. That included reviewing skills, processes and how to charge for the value they bring. All to make the new services a success.



The owner had a eureka moment whilst we were out walking - I try to include a short hike with in-person workshops. She felt energized to talk about what fired her passion and broke through the fear.

A new name, the start of new brand positioning and an extended range of services was born on the day. The pivoted agency now serves organizations in the agricultural, nature and outdoor sectors, across a mix of services. They produce brilliant work for organisations they believe in.



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Being an inspiring leader

Among the people I coach, I am lucky to have Louis, a motivated, disciplined and diligent young man. After the demanding weekend training, I often tell him an inspirational quote like:

«It's 10 a.m. on Saturday and you've already won your weekend»

Indeed, Louis has already drawn on his resources to carry out this training. Even if he does nothing for the rest of the weekend, he will have had the merit of pushing his limits and trying to reach the maximum performance. Whatever happens, he will have already exercised and improved his physical and mental abilities to develop a strong body and mind. The rest of the weekend will be just a bonus.

What was my surprise, when a few weeks later, after having trained alone, he wrote me and used this exact motivational quote !



To find that my teachings as a maximum performance life coach are not only well understood but also deeply integrated and applied is a source of enormous gratification.

This means that when we show a growth and success mindset, excellence, peak performance or leadership skills, people copy us and are inspired by it.

At that moment, I realized my responsibility and how my words, but above all my actions had a powerful impact by allowing my coachees to have not only a strong body and mind, but above all a successful mindset.

Louis, because he understood how to apply the recipe for success through his champion attitude, will in turn become a strong leader.

Like him, I am firmly convinced that in each person lies a leader who asks only to express himself. And you, how can you be this inspiring leader for your co-workers, friends or family?



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Student Gets Massive SAT Score Increase to Get Full Four-Year Scholarship

I began tutoring for the Bay Center for Educational Services in the late 80s. There, I tutored teens and adults on standardized test prep, speed-reading, study and notetaking skills, and grammar.

Tiffany was a scholarship student from a public high school, offered a full 4-year athletic scholarship to a leading public university—if she raised her SAT score from 500 to 750. She had extreme test anxiety and was a very slow reader.

Coordinating with the center’s counselor and her high school counselor, I taught her speed-reading with improved comprehension.

Next, we did SAT prep, including anxiety reduction and concentration improvement. I later worked with her on study and notetaking skills to prepare her for college-level work.

Using my reading and SAT strategies, Tiffany re-took the test. The Educational Testing Service withheld her scores for a long time— we wondered why. When her scores were released, we understood why. ETS could not accept that anyone could improve their score by 400 points, from 500 to 900, since this would mean that the test is coachable, not a measure of intelligence or ability. I was not surprised since my average test prep student improves from the 72nd to the 92nd percentile, with 1/3 reaching the 98th-99th percentile.



When Tiffany came to Berkeley with the U. of Washington volleyball team, I went to watch the game. As the game ended, Tiffany saw me, came over, and gave me a great, big hug, definitely one of the most rewarding moments of my life.

To her credit, Tiffany graduated in 4 years. She is now a managing director for a major corporation and is expecting her MBA in Business Administration next spring. I am so proud of how well Tiffany has done and feel fortunate to have played a small part in her success.



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A good presentation entertains

–

A great presentation moves others to action

My client is an expert in property development, and although accomplished in front of an audience, he needed to achieve more signs up for his course.

With increasing interest rates and rents not keeping pace he identified a gap in the market to help 'buy to let' landlords become small-scale residential developers.

Although an excellent 'front of the room' presenter, his style was akin to a 'stand-up comedian and often made fun of people in the audience, which intimidated them.

Sitting in the audience for his live presentation and viewing his video recordings, I analyzed the effectiveness of this style and concluded that he needed to balance the fun element with seriousness.

One of the critical factors identified was to understand the needs of the audience and the 'pain' they were suffering.



Early in his talk, he now asks the group what they want out of the discussion and seeks to offer solutions. A truism, people hate being sold to; they love being informed.

We reduced the number of slides used, increased audience participation, and developed a key message that used:

The 4 E's plus 1.

Engage - Enlighten - Entertain and Excite - Plus 1 make the Emotional connection.

Also, we worked through several golden rules of presenting.

1. Remember you only have 7 seconds to engage the audience.
2. Every 8-10 minutes you must reengage the audience.
3. Do something different. Ask a question, get them to write something down, and use a prop - a newspaper article, or a relevant video.
4. Tell a relevant story that identifies not what you do but what you have done for others.

The result sign-ups increased by 100%.

For more hints and tips download my eBook

The 7 Keys to a P.E.R.F.E.C.T. presentation www.dextermoscow.co.uk



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How a young MD 'changed his mind' and made millions for his family business

Yogesh Gopal connected with Kenny Mammarella-D'Cruz as the recently appointed MD of a family business, Everglade Windows Ltd., aged only 30. Overseeing a company that had been operating for over 40 years, that had grown from a garage to a multi-million-pound operation was a significant responsibility on young shoulders.

Surrounded by change, Yogesh realised he was in a period of emotional instability. He needed help releasing himself from long-held beliefs that were holding him back from being the man he wanted to be. His calling brought him to Kenny, and Yogesh never looked back.

He transformed into his own man whilst working with Kenny who helped him move into a new phase of life and supported Yogesh and his company, as they dealt with extreme complexities around Brexit and Covid.



Individual sessions focused on overcoming fears and anxieties whilst Kenny's MenSpeak Men's Groups provided vital emotional support. This shifted Yogesh towards becoming a leader within his family and business whilst developing self-awareness that changed him forever.

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The results have left an impressive legacy. Yogesh's interpersonal skills were transformed, significantly improving his ability to manage and support the mental wellbeing of his staff. It also allowed what began with Yogesh to grow through his team as they were introduced to Kenny and began their own personal development journeys.

A culture fostering mental health care has given the company a competitive edge in a sector notorious for its high suicide rates. From retaining staff to providing better products, the overall gains have seen turnover double in five years and the award-winning company has doubled its head count.

“I don't know how I'd have done it without Kenny. Making sure that I was in a safe place and able to think clearly was critical in being able to make the right decisions for my business,” commented Yogesh, looking back on his relationship with Kenny. “He truly is the Man Whisperer!”

That being specified, we can finally say in more summarized terms that:

1. The concepts of metaprograms and Cognitive Intentions have an apparent, but not real, relationship.
2. Cognitive Intentions differ from metaprograms because they also measure an individual's intention and awareness, allowing them to broaden their choice and their response in the moment.
3. This is because they are integrated into a larger system through the way they are measured by the Identity Compass.
4. Therefore, since it does not admit multiple or diffuse meanings such as metaprograms, the term "Cognitive Intentions" should be used in all training going forward, because it is the most precise and the most appropriate definition.



Kenny Mammarella-D'Cruz

The Man Whisperer

From Unfit Mum to Coach and Bodybuilder

PAUL'S **BODYENGINEERING**

In 2017 I was approached by a woman lacking in confidence in herself. As she would declare 'she had tried every diet, every way to lose weight without success!'

Kelly started with me with the intention of only training for 6 months. 5 years later she is still a client and, in that time, has achieved a huge amount in her life. She lost over 25kg, has competed on multiple bodybuilding stages and won and now runs a successful Personal Training and Coaching business.



She has become an inspiration to many females as well as Mums who struggle with their confidence, their weight and their self-worth and she has rewritten the way we look at weightlifting for women in that it now provides women to feel strong and powerful.

In her own business, she now educates other women in ways to train, eat correctly, love themselves and live life to the fullest.



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Vibrationally Shifting the Old and Installing the New

I asked this beautiful client outside to write down any words and feelings, just as they came up. And she was very comfortable following through with this gentle task.

She covered two pages, listing words and sentences which had bumped, negated, or made her feel unfocused and unsteady about her Next New. Having purged a whole pile of words she was feeling flat and unfocused.

Unsure of her house sale happening, unsure of her planned, extensive 'Around the Country' holiday, unsure of her business goals and the people involved in this business.

The first activation method to neutralize her negative spiral was to intuit and activate some heart library codes, this is uplifting vibrational self-healing was guided by myself and activated by my client.

This part of our session ended after these activations, to allow what we had activated to settle.

Two evenings later we sat comfortably inside a Sacred Zoom Space, relaxed with a light meditation and then used my magical Brain File Clearing process to lift out the files related to everything previously written down. Then we systematically cleared each related file along with other information and files as they came to light. She felt very light and refreshed after this time.

My follow up call three days later found a very excited Being. Her house was under serious offer at a higher amount than she expected; her new feelings and attitude had relaxed the strife in her business space, and she had a clearer picture of how to move ahead with her extended holiday plans.

The techniques I use and share are taught so that clients can utilize them anytime. They're not an exclusive skill set, rather I prefer to make them Inclusive, sharing so that my clients can then enable themselves.

Sending Big Love Bubbles, LINDA



Linda Simpson



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You can master the art of persuasive presentations, and change lives

Powerful presentations have the ability to captivate your audience, convey messages effectively, and ultimately influence decision-making. For professionals like my client, who plays a crucial role in securing budgets for projects that enhance job opportunities for young people in a French city, mastering the art of persuasive presentations was vital. However, she faced a hurdle as her projects often struggled to gain approval. It was clear that her PowerPoint skills needed improvement, but the main issue was in her ability to convey her messages in a structured and compelling manner.

Recognizing the need for a holistic approach, my client and I embarked on a coaching journey that would enhance both her ability to write presentations and also her presentation skills. During our time together, she learned to master the well-known Pyramid Principle technique developed by Barbara Minto. This technique empowered her to structure her presentations in a logical and linear manner, ensuring that her audience could follow and understand every step. By using this methodology, she was able to keep their attention, actively involve them, and ensure that her proposals were clear and concise.

Learning to be structured was fundamental. Equally important was learning the power of creativity in captivating her audience. She began adding innovative elements into her presentations, making them more engaging and memorable. By using visual aids, storytelling techniques, and impactful visuals, she transformed her once mundane slides into captivating stories.



Some months after her coaching journey ended, my client shared remarkable feedback with me. With renewed confidence, she now delivers presentations that get and keep the attention and support of her management team. Her proposals now receive the buy-in she had long looked for, securing the budgets necessary to execute her projects effectively.

Christine Petersen



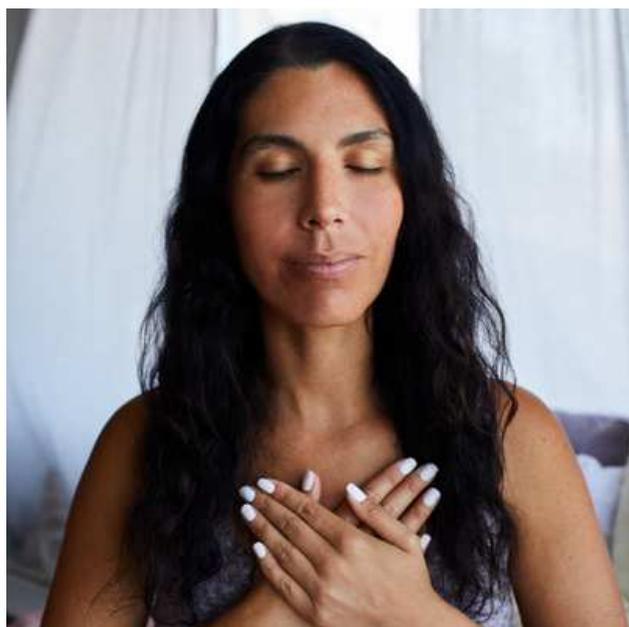
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Heartbroken Woman Cares for Herself First

When Nancy walked into my healing room, she was distraught. Overwhelmed and hurt by how a man she was seeing was treating her as a disposable object, she wanted to understand why he was being this way and what she could do about it. From a distance, one could just say “Dump him”, but this wasn’t the first time this had happened to her. She wanted to know why she keeps attracting people like him and how she can move forward with her dignity intact.

She had done a lot of therapy in her life. She wanted a different approach – a way that offered her the clarity and straight up wisdom she needed so it would never happen again.



Using a combination of Family Constellations methods, intuitive awareness and asking honest coaching questions, it quickly became apparent that her relationship pattern was that she always waited for her needs to be met while she had to caretake her family members. This helped her feel safe, loved and part of the family.

This simple, though complex, awareness wasn't something she saw before in her therapy sessions. By naming the issue, she was able then to make some new decisions – the first one being to let go of trying to be in a relationship at all costs. Instead, she chose to romance herself by listening to her needs, going out on dates with herself, and only spending time with people who showed a genuine interest in her life.

Even though Nancy had all the theories about boundaries and codependency, she didn't really know how to apply them personally in her own life, knowing there was something she just wasn't getting. This “Sweet Aha”, as I like to call it, is what helped her grow in caring for herself first.



Heather Warren

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Unleashing Potential: Empowering Growth and Success

Meet Mike, a driven professional in a search firm striving to become a top-tier head-hunter. Recognizing his potential, his company sought my assistance to help him unlock his true capabilities. Together, we embarked on a transformative journey to refine his skills and unleash his hidden potential.

Week after week, we delved into crucial aspects of his success. We enhanced his emotional intelligence, honed his communication abilities, and optimized his organizational skills. We also prioritized achieving a healthy work-life balance—a vital ingredient for sustained success. Mike proved to be an exceptional "student," dedicated to implementing tailored knowledge and strategies.

The results were staggering. Since our collaboration began in 2011, Mike has experienced profound personal and professional growth. His unwavering commitment to self-improvement has propelled him to new heights, significantly elevating his work quality and delivering exceptional results. Today, Mike is a well-recognized and highly skilled head-hunter, renowned for his talent acquisition expertise and exceptional service to corporations.



The power of coaching is awe-inspiring when individuals invest in themselves, eagerly learn, and embrace expansion. Our approach uncovers true potential, bringing it to light and catalyzing personal and corporate success. Leveraging diverse tools and modalities tailored to individual strengths, we empower growth and unlock opportunities.

By embracing coaching, organizations and individuals tap into untapped potential, fueling growth, and unlocking new possibilities. The benefits are far-reaching—heightened performance, increased productivity, enhanced leadership capabilities, and improved overall satisfaction.

Join us on this transformative journey of self-discovery, where hidden talents are uncovered and true potential is unleashed. Witness the remarkable outcomes that await. Let coaching be the catalyst that ignites your path to success—unleash your potential today.



Patrick Rhein

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Every Client Becomes Your Ambassador

Every person you coach becomes an ambassador for your business — often in ways you do not expect. I teach people to crack bullwhips safely, and one client in particular stands out in my memory.

It was approaching Christmas. The orchestra's annual concert orchestra featured a song called "Sleigh Ride," jaunty music that includes the sound of whip cracks, and I was asked by the percussionist to teach him how to crack an actual bullwhip onstage.

It took patience and practice (plus encouragement!), because what looks like a simple action is a complicated series of connected physics events (ie Angular Momentum, speed of sound, etc).



DANTE'S BULLWHIPS
Robert Dante & the Daring Mary

www.bullwhip.net
831-869-1717

The easiest people to teach are children, because they do not have preconceived notions of how to do things – they simply act, and are surprised by the rich POW the whip creates. Adults, on the other hand, tend to overthink everything, and try to impose on the whip how they “already know” it “should” crack.

So my percussionist first had to overcome his adult mind, to become a child again. In short, to become teachable. To his credit, he dropped his adult ego long enough to actually learn the lesson of the power within a bullwhip.

On concert day, he filled the entire concert hall with powerful, safe and perfectly timed cracks – again and again. The piece ended and the orchestra members took their bows, and the conductor invited the whip cracker up to the podium for an encore. The audience roared its boisterous approval. It was broadcast on local television news stations, and this resulted in my getting new teaching gigs, from Wild West performers to Cub Scout packs.

You never know when your “ambassador” will introduce you to a new opportunity, so always give it your best. It pays well!



Robert Dante

Dante's Bullwhips



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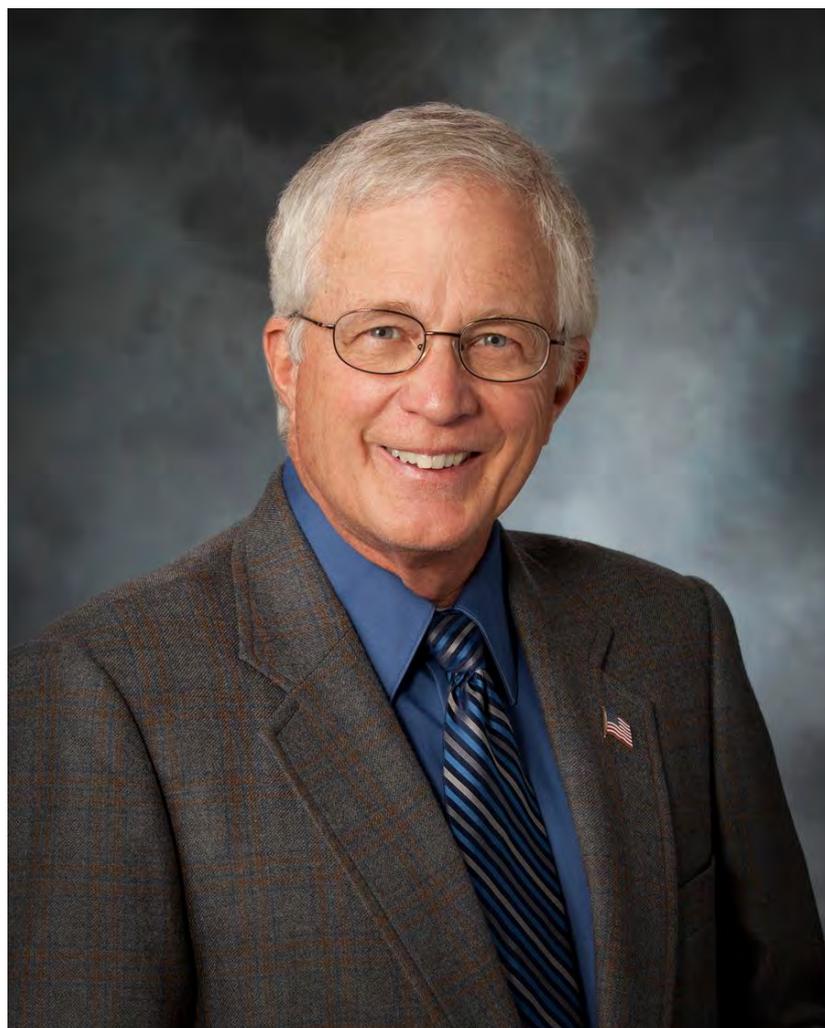
Saving 101: She's Twenty and Saves \$500 a Month

I have a “stylist,” Alicia. When Alicia was twenty, she saved \$500 a month. As an independent contractor at a beauty salon, Alicia determined how much to charge and she paid monthly rent for her chair. She kept the rest. Alicia has been working since age thirteen. As a teenager, her father provided food and shelter. She paid for everything else. Alicia babysat and cleaned houses and went to school. “When you only make a little money, you learn how to make that money last.” Alicia knew she wanted to work with hair; she acquired a job at a salon at fifteen and put money aside for beauty school. She graduated from high school and then from beauty school by eighteen. Beauty school tuition was paid off by graduation. Alicia bought a car at sixteen, that loan is paid off. Alicia owns a condo (she picked up the payments from her mom’s condo).

“Stay out of debt” is Alicia’s top recommendation for financial success. She lives each day following her father’s advice: “If you don’t have the money, don’t buy it. Don’t give in to temptations of luxuries.” She buys her clothes at consignment stores and never pays full price. She packs her lunch and is back at work before her free-spending coworkers return from the restaurant. Alicia knows where every dollar goes.

Some of her saved money goes into the “I want to buy a house” bucket. There also is money to build the emergency fund. Alicia learned about rainy days from her father, who was once injured and unable to work for almost a year. Her next goal: learn how to invest for the future.

Way to go, Alicia! You are doing everything right with your money. The takeaway—all of us should be like Alicia.



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Astrology in the Boardroom... Transcending Traditional Executive Coaching Boundaries



Catherine Plano

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In the ever-evolving landscape of leadership development, the merging of astrology and executive coaching is a striking sign of the times. This compelling blend is unlocking new levels of self-awareness and empowerment in leaders, and it all begins with a birth chart.

Consider the story of Sarah, a seasoned executive striving to navigate her company through a turbulent market. She was a proven leader, yet she felt stuck, unable to chart a clear course forward. She turned to our executive coaching, armed with the innovative tool of astrology, for insights.

Sarah's astrological chart revealed her as a Capricorn, a sign known for its disciplined and pragmatic approach. But it also highlighted a prominent Jupiter placement, indicating a potential for expansive thinking and risk-taking, a facet of her personality that had been largely untapped.

Our coaching sessions, guided by her astrological map, enabled Sarah to embrace this dormant strength. She began to incorporate more innovative, risk-taking strategies into her leadership style. The result? Her company not only weathered the storm but also emerged stronger, capturing new markets and opportunities.



This story is a vivid example of the transformative potential of combining astrology and executive coaching. It's not about predicting the future; it's about unlocking an individual's full potential by understanding their innate strengths and tendencies.

In a world where the only constant is change, this innovative approach is becoming increasingly valuable. Leaders, more than ever, need to understand themselves deeply to navigate the challenges and opportunities that come their way. Astrology, as an insightful tool, is proving to be an indispensable aid in this journey.

Astrology and executive coaching's merge are more than a sign of changing times; it's a harbinger of a new era in leadership development—an era that values self-awareness, personal growth, and empowerment above all. It's a journey into the self that ultimately shapes the future of leadership.

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Change can happen in a heartbeat

Sometimes change can happen in a heartbeat, especially when the timing is right.

Many people suffer from Impostor Syndrome, the widespread fear of not being good enough. This often results in perfectionism and work overload, sometimes even burnout. I have been practicing as a coach for the last 21 years, and one of the most common challenges people mention, is having trouble prioritizing their time. They often say “yes” to too many things and end up being exhausted.

A priest from the Norwegian church participated in one of my webinars where I, among other topics, talked about «saying no in style». She understood there and then that she had to set boundaries for herself. She wrote me a message saying:

I really benefited from the course, it's almost life changing! Now I get that I can say no, I can set the terms. I sat during the webinar with tears in my eyes, tired, 100% on sick leave and thought that I have to take this to heart, be tougher and start saying no.



I was curious about what she meant by setting the terms and contacted her. She explained that she often had conversations with families before baptisms, weddings, and funerals. Earlier she had always asked when it was convenient for them to meet, and it resulted in a lot of work in the evenings and weekends. During the course of the webinar, it dawned on her that she could say: Shall we meet on Tuesday or Thursday between 10 am and 4 pm? That small detail made all the difference.

I was so touched by her story that I offered her a free coaching session, and a few weeks later she sent me a new message:

I am very well now. Back to 100% again, but I am clearer on boundaries, and I feel much better. That course came at the right time. Thank you very much!



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From CEO to Coach: The Soul's Call for Emotional Leadership

As CEO, she took over a family-run furniture business that was on the verge of insolvency. Always ready to extinguish family and business fires, she felt torn inside: supporting others, planning family life, raising children, running businesses.

One day she made the most important decision: "From now on I will live my true calling!"

Emotional blockages had previously prevented her from showing herself to the outside world and becoming visible as an energetic coach.

The fear of rejection and the worry of attracting too much attention held her back.



In her role as CEO, this even led to a deep reluctance and uncertain communication with her employees. She struggled with giving clear instructions, reallocating tasks, or having difficult feedback conversations.

In a profound soul healing session we were able to release the cause of her emotional blockages and rewrite the underlying story.

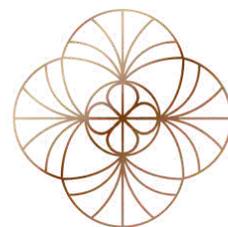
Today she confidently leads conversations, optimizes processes and responsibilities and communicates in her sensitive, heartfelt direct way. She recognizes where the employees can perform best and thus ensures satisfaction.

In a first step, she presented herself as an energetic coach in a regional magazine. At the same time, she is building up her coaching business and now shines in her fulfilling work with her clients.

The clarity about her self-designed future makes her qualified for the upcoming handover of her position as CEO.

This story asks the question of what potential companies could unleash if they invested more in the emotional development of their leaders and employees.

A wise sustainable investment in the emotional development of executives increases the emotional value of a company.



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How A Small Businessowner Embraced Structure and Delegating Resulting In More Freedom And Success



By Diane Helbig

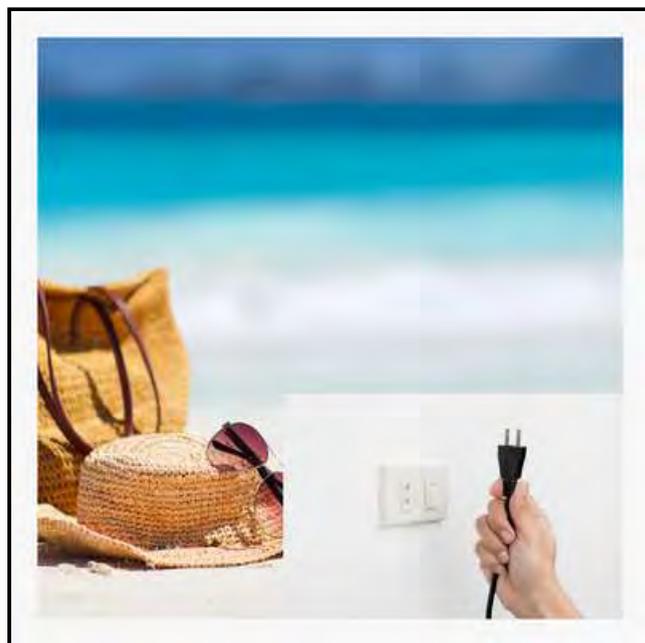
Helbig Enterprises

Imagine spending so much time on manual tasks that you have no time to follow up with prospective clients. That's the situation my client found herself in when she hired me. As with so many people, she was resistant to changing how she was handling a lot of the day-to-day activities in her business. However, she was able to move outside her comfort zone and try some of the ideas we explored. She moved from multiple scheduling phone calls and texts to a form clients could fill out with their availability. Scheduling became quicker and easier allowing the owner to replace that time with prospect follow-up.

She turned her accounting system over to one of her contractors resulting in clearer more timely records. She has implemented several systems and processes that have streamlined prospect and client engagement without removing the personal touch that is so important to her growth. Seeing these results, she is empowered to try more ways of accomplishing the same things.

Developing better, more automated processes and delegating where it makes sense, allows a business to at minimum maintain, and at best grow. Conversely, when a founder holds on to mission-critical functions she puts her business in a precarious position. If something happens to her the business falls apart. As my client realizes, one person cannot do it all effectively.

Because of these improvements, she was able to take a vacation totally unplugged for the first time in the 10-year history of her business. And she is now able to take an extended maternity leave because she has the system in place for the business to run without her.



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Helping in Ahrtal two years after the flood

It has been 2 years since the century flood, which struck the Ahrtal, a small river valley in West Germany and nothing has been the same as it was. In the meantime, they are facing an unsolvable task as a continually decreasing number of helpers and finite funds are pitted against years of work. Karsten Drath, Managing Partner of the coaching company Leadership Choices, has also experienced this. For many months, he has been helping with the reconstruction in the affected region together with the local aid organization "Dachzeltnomaden" (Roof Tent Nomads). From this commitment, the Cosmikk-Foundation emerged, which Drath co-founded with his colleague Uwe Achterholt. It enables leadership teams of non-profit organizations to have free access to high-quality coaching.

Learning to be structured was fundamental. Equally important was learning the power of creativity in captivating her audience. She began adding innovative To raise funds for his foundation, Drath is cycling around the world in stages - he is currently on a 3500-kilometer journey through Canada and the USA. Karsten reports that Leadership Choices became active in the Ahrtal after the flood disaster in 2021. They offered to support affected entrepreneurs through coaching.



The coaches encountered one question repeatedly: Why would a market-oriented company offer to work for free and what ulterior motives might they have? As this question is justified, Drath and his partner Uwe Achterholt decided to establish this commitment on a solid basis to emphasize the sincerity of their intentions. They founded a non-profit foundation that does not pursue market-oriented interests. The goals of the Cosmikk-Foundation are to provide access to high-quality coaching, team development, and organizational development for non-governmental organizations (NGOs) engaged in social, humanitarian, and ecological work - either for free or at heavily discounted rates. To achieve this, the foundation operates in different directions. One approach is to raise money, for example, through fundraising or partnerships with other foundations or companies willing to provide support.



Another approach is the pre-qualification of NGOs that wish to be accompanied through coaching seeing as it is by no means self-evident that an organization would seek coaching services. www.cosmikk-foundation.org into her presentations, making them more engaging and memorable. By using visual aids, storytelling techniques, and impactful visuals, she transformed her once mundane slides into captivating stories.



Karsten Drath

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What Is Your Encore?

Finding Purpose and Fulfillment in Retirement

In today's world, retirement no longer means just leisure and golf. With longer lifespans, we find ourselves living decades beyond our working years, prompting us to question what comes next. After spending 20 years in the corporate world, I reached a crossroads and yearned for something more fulfilling. I bought a sailboat and embarked on a six-year journey to sail around the world.



During those years at sea, I found a new sense of self-esteem. However, I felt there was something missing. Reflecting on my own journey, I realized others in the same position—retired but seeking purpose—needed help too. This led me to become a life coach, assisting others in finding their encore and new identity.

For example, one of my clients, Patrick, sought my guidance after retiring as a police officer. After 34 years in the force and reaching the esteemed rank of Commander, he felt lost and without direction or purpose without his career identity. Through our coaching sessions, Patrick began uncovering his true passions and interests. Recognizing his valuable wisdom from experience, he became a leadership professor, joined multiple company boards, and pursued higher education.

Most importantly, Patrick discovered fulfillment and purpose in his post-career life. He now shares his wisdom and inspires others to lead with empathy and understanding as he teaches compassion to police forces. He has discovered his new identity.

Retirement is not solely about leisure and pleasure. It's important to find a new social structure and purpose to fill the void left after our careers. Coaching has the power to help individuals discover the satisfaction and purpose they seek in their encore.



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Beyond the Trials / couple therapy

Alice and Thomas, a couple who had been married for several years, were on the verge of breakup. Years of misunderstandings, non-communication and resentment had eroded their relationship. They had tried to solve their problems on their own, but felt powerless in the face of the deterioration of their marriage.

During their first session, I created a safe and caring space for Alice and Thomas to express themselves freely.

Throughout the sessions, I guided them through exercises of communication and mutual understanding. I encouraged them to explore the roots of their love, and to express their needs and expectations, while fostering empathy and mutual respect.



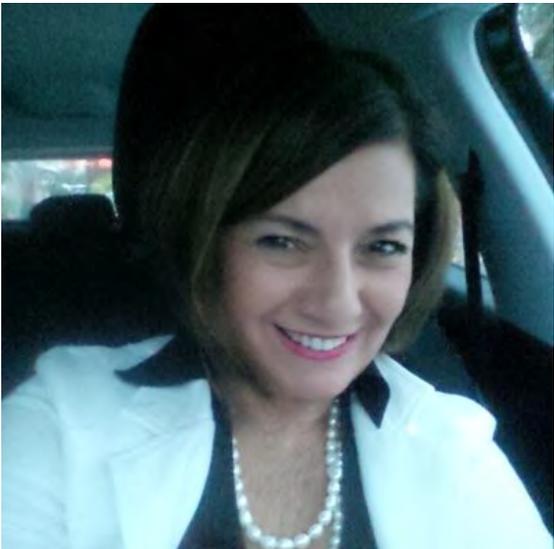
As the months passed, Alice and Thomas made tremendous progress. They relearned to support each other, rekindle the flame of love, and rebuild trust. The therapy sessions became a healing and growth space for their relationship.

A year later, Alice and Thomas renewed their wedding vows in a small ceremony surrounded by their loved ones. They had gone through difficult times, but thanks to couples therapy and their commitment to their marriage, they had been able to revive their love and commitment to each other.

This story illustrates the power of couples therapy to save a marriage in distress. It reminds us that even when all seems lost, with proper support and sincere commitment, it is possible to overcome obstacles and give a new chance to a romantic relationship.



Couples therapy will help you at any stage of your relationship, regardless of marital status, age, race, faith, or sexual orientation. It will help you to move towards a more secure and satisfying bond that will bring back joy and satisfaction to your relationship while providing strength to face life challenges.



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Beating the Competition

City heads, business leaders and HR struggle globally to attract and retain international staff. A universal requirement for skilled individuals to relocate is widely acknowledged.

Yet a sense of disconnect continues. While employment aspects such as position and remuneration are tangible, aspects of the location are less easy to quantify. Locations publish material in the national language, so English information for those researching a move is often scarce.

Highly important topics such as urban feel, societal and cultural norms, recreational offerings, openness, friendliness and other facets are less easy to grasp.

City of Neuss



Living in the shadow of the state capital, the city of Neuss wished to offer support to local businesses and foreigners. The Mayor's head of communications had seen media reports on those I had instigated elsewhere. He approached me to create an English language expat guide for their city.

The concept created an expat ecosystem where online resources for companies to attract international talent, while helping candidates to investigate the location in depth. Since globally up to a half leave again, comprehensive local knowledge helps international employees to interconnect and feel more at home. Information available also reveals aspects of local society, national traits and locational uniqueness.

Beyond a holistic presentation of the city, the partnership with Amazing Capitals benefits Neuss through minimal effort and financial viability. Importantly, the ongoing cooperation reveals a shift from tolerance to acceptance and shows they are open and welcoming to expats.

Creating the location resources took a mere few months to complete. Especially those new to engaging employees from abroad know that their candidates can easily research the one element of their job offer that is non-negotiable. The location.



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To the HR/Training Manager Trying to Help the Female Staff in Their Organization Succeed



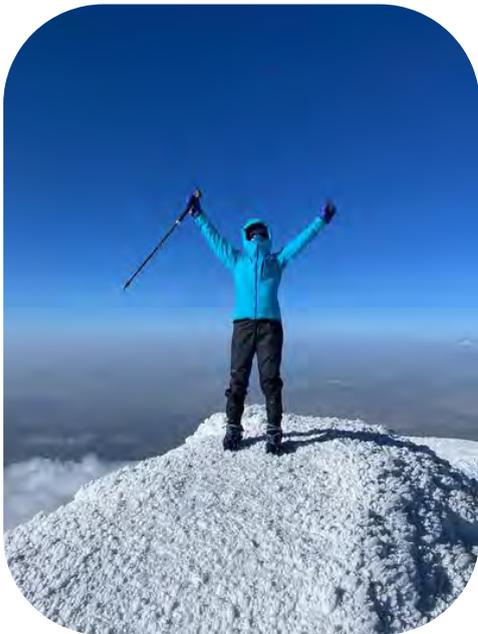
by Ileana Rontea

Empowered Women Now Enterprises

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Did you know that many of your female staff members who are not on the management/leadership track carry untapped potential?



Meet Maria, a dynamic and adventurous 30-something who in her personal life travelled alone to remote locations and regularly challenged herself with conquering mountains and practicing extreme sports.

EMPOWERED
Women Now

In contrast, Maria behaved completely differently at work. She was plagued by self-doubt which was reflected in her communication style. She downplayed her abilities, was afraid of being wrong so she held back, engaged in people pleasing, and allowed herself to be sexually and emotionally harassed without taking positive action. This self-defeating behavior resulted in her being passed over for promotions. She was viewed as a hard worker but not ready for advancement. Unfortunately, many women suffer from these self-imposed obstacles.

However, all of this changed when Maria and some of her colleagues attended our online women's empowerment program: "Soar Beyond Your Limits: Self-Empowerment Essentials for Women at the Workplace". Maria's organization introduced this program as part of their self-development initiative for women.

Throughout the Program, Maria worked with the concepts and practices taught and began to see incredible changes in herself. She understood that she was capable and resourceful, so she stopped second-guessing herself so much. She replaced her negative beliefs with more positive self-concepts. She overcame the fear of change and failure. She untangled herself from fear and anxiety by releasing perfectionism and self-criticism and making better choices. In short, she adopted a success mindset.

Happily, today Maria reports that she has a new position, with far greater responsibilities, including team management, negotiations, and high-level stakeholder relationships. She asserts this career transformation was not something she would have envisaged achieving before attending our Program a year ago. Imagine how your organization could benefit from empowering their female staff in this way!

With your Stillness, you will know your courage

Do you want to incorporate self-awareness into your daily routine?



Meet Katerina, a Spiritual Mediator and Evolutionary Life Coach. She specializes in light language, crystal light bed practice, EFT Tapping, and Emotional and Mental Mindful therapies to help you embody your higher self and navigate the ascension process.

Katerina is also connected to the Blue Diamond Celestial Team, providing a universal life force to support you on your journey toward a better life. Katerina is the owner and founder of Be Your True Self, where she offers a loving and safe space to help you understand and embody your higher self, and provide you with tools to assist you in your everyday life.

One of my clients had a lifelong fear of elevators and completed a 7-session Evolutionary Growth of Self program to overcome this issue. We explored how her fear affected her daily life and work. Often, she needed someone to accompany her to take the stairs instead. The night before she would have nightmares that would bring on anxieties about how she had to get into the elevator the next day.

During each session, we used tapping, and quantum healing, and connected with her higher self to confront her fears and understand the root cause of her phobia. We took our time and went through the process of elimination and confrontation with much support and love. She gave herself permission to allow herself to know that she is worthy of the changes she had to make.

She was more willing to go deeper emotionally and energetically and her expectations shifted into being excited to find out more ways to help herself. She discovered that her nightmares stopped, and with the support of her work colleagues, she can now enter the lift, feel comfortable and have the awareness that she is no longer burdened with this issue anymore.



Katerina Lenarcic

Be Your True Self – Katerina

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Be Your True Self
Katerina
Blue Diamond Heart



Unlocking Organizational Success

How Coaching Catalyzed a Miracle Transformation in Leadership and Team Dynamics, Inspiring Business Leaders and Employees to Embrace Their Full Potential!

In a well-established marketing agency, team dynamics had been strained by internal conflicts and communication breakdowns. Seeking a solution, the agency contacted me. They wanted to take a proactive step and start a coaching process to explore underlying issues.

Initially, there was a difference of opinion regarding leadership's involvement in the coaching process. Based on my systemic understanding I insisted that leadership must be included in the process. The journey began with several workshops, where teams identified blocks and resistances while fostering a safe environment for open communication and active listening. The leaders also participated in some of the workshops and benefited from individual coaching sessions.



Through introspection and personal development, team members identified unresolved issues and emotional triggers, which often turned out to be learned patterns of self-defense from the past.

Recognizing this brought immense relief and opened doors to solutions. As they collectively addressed these underlying issues, a remarkable transformation unfolded in their interactions. The leaders discovered that organizational resistances and conflicts often mirrored their own inner unresolved conflicts and ambivalences.

The newfound understanding, empathy, and trust resulted in enhanced collaboration, creativity, and a shared drive for success within teams and between teams and leadership. The coaching process went beyond treating symptoms, focusing instead on understanding and resolving the root causes. The most delightful outcome was that everyone began to enjoy their work much more, being part of benevolent, supportive, and creative teams. Consequently, the agency witnessed a significant drop in employee turnover, earning them the reputation of being one of the most sought-after employers in the region.

It is a great example that shows the power of coaching that goes beyond superficial fixes and creates a thriving and enjoyable work culture. It unleashes the true potential of the organization and the employees which leads to soaring productivity.

Silvia Hagen



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I thought I knew who I was as a company director

Harriet is a business woman. Focused, intense, serious and determined to do well.

She came to me for coaching following a bullying accusation which left Harriet with a range of questions about herself; how she was being perceived; and how she could understand what had happened. She was devastated to have lost one of her key staff.



Using a combination of coaching tools to explore her perceptions of what bullying is (and isn't) and how her behaviour was impacting on her team, we explored her intentions behind her behaviours and how she was being perceived by others. One of her key insights was that she had a focus on increasing her profit margins and she was not focused on her staff and what they needed. In fact, what became clear, is that part of her heart was left on the pavement when she went into the workplace each day. It was a disturbing self-discovery for her.

Over the course of our coaching, it was wonderful to see Harriet embrace all of herself, welcoming her heart for people to become a huge driver for business change. Staff started asking what she was doing, as a new integrated leader showed up in the team. Staff expressed that they now loved working for her, in her ability to listen and take on others' ideas and suggestions. And the business grew as a result.

What was really lovely to see is a shift in focus for Harriet, who is now working on how she can serve others, serve her community and share her expertise for greater good. Coaching gave her a deeper understanding of herself, a chance to reflect on whether she was being the kind of leader she wanted to be – and ultimately it connected her with a new, deeper, part of herself who wanted to do good in the world.



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A lesson of VALUE for any LEADER

As an executive coach, I consider it a privilege to coach aspiring new managers. Recently, I was given that opportunity by Sherry's boss, who explained to me that he'd like to see Sherry tone down her "over-the-top" forceful style when she is in meetings. "Her style of exchange with others," he said, "is too dominant and shuts others down."

From the start, I was impressed that Sherry welcomed the coaching opportunity. When asked about her behavior in meetings she replied that her focus was directed at "finding solutions." As I suspected, she placed more emphasis on results than the method of exchange in getting there. Her words sparked an idea of how best to complement her thinking. I decided to explain a foundational way of viewing meetings so she could help herself.

I described a key attribute gleaned from my latest book, *The Pro-achievement Principle*. The attribute is something called personal responsibility, which is the acceptance of personal control over the way one thinks, acts, feels, and conducts oneself. It requires putting one's imagination into play to set personal standards that lead to making the kinds of differences which add value. Accepting personal responsibility is more than a temporary modification in the way one presents themselves. It is a commitment to a state of being for living one's life.

I explained to Sherry that having personal responsibility involves accepting control of everything you do and say to get better outcomes. I gave her a few examples, i.e., politely using a cheerful salutation at the beginning or end of an email as a thoughtful personal touch. Another was straightening your car that's over the line in a parking slot to make it easier for someone else to park. Before I could go on, Sherry's eyes lit up as she blurted out, "I get it. I know what you mean, and I can do this! It's kind of like putting yourself in another person's shoes, right?"

When I got around to bringing up her forceful style in meetings, Sherry quickly linked what I was saying and recognized that her focus in meetings was missing the consideration of how others felt and how modifying her own behavior would benefit all involved.

Now, in meetings, Sherry listens to the ideas of others and takes in what they have said before adding her thoughts. If the discussion goes astray, she views it as an opportunity to ask a question to help get the meeting back on track.

Sherry came to understand that she has more control than she realized and that helping others to be a part of a solution is a great way to add value, make friends and gain respect.



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A new field of awareness for change

What motivated a change?

"Since 2016, the DENZEL ACADEMY has been the DENZEL Group's instrument to strengthen our more than 1200 employees in their responsibilities. The academy helps, supports, promotes, challenges and educates. 'Since ever, a perfect mindset, an already perfect, inner attitude has been assumed. As long as there are classical trainings, we have left untouched those aspects of people, which let recognize someone's potential in entrepreneurial, professional goals of the employees. Everybody talks about MINDSET, but so far no training program has tackled this topic at its roots. The future, which is now present with industrialization 5.0, needs skills, yes for sure, and above all worthy intentions."

What would be the perfect solution?

"The will to succeed must be recognized and acknowledged in all employees. Classical training, however, does not create sustainability. The DENZEL Group needs leaders and key employees who can recognize the will to achieve in people, who lead themselves and are willing to work on their own person. Loving a JOB is different from having a JOB. And we want our managers to understand that and be able to create that atmosphere. That's exactly the kind of offering we were looking for."

What changed 'RESULTS in CONTROL'?

"RESULTS in CONTROL is the perfect, didactic tool to create a new 'field of awareness' in leadership. It is inspiring to realize how these modules invite a personality change and let us recognize peculiarities of our thinking that block us. Coaching sessions and videos help to better manage ourselves, while creating operational transparency and clarity in processes of implementation. With RiC, as we call it, we notice substantial changes in our employees. The focus is on persistence, rather than intensity. In the meantime, all members of the DENZEL Group use this sustainable, voluntary coaching program, regardless of the position. It's fantastic what AMBERON has put in place here."



Klaus Schmid

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Burnt out leader found balance in life and leaped to leadership excellence

Mary was a team lead in a tech company and in our first session of a 6 month program one of the questions I asked her was "How are you coping with your tasks?". She was adamant that she had razor-sharp focus and did not have any trouble with productivity. The only issues were communication she told me, so we started to work on that.



During the course of the first 3 sessions I picked up signs of struggles with deadlines, delegation, finding time to nurture team etc so I gently asked again how she was coping with her workdays.

Mary admitted that it was a struggle and asked if we could now focus on this as it was really draining her energy and had been for some time.

JAN SØLVBERG
EXECUTIVE COACHING



Based on the stories she told me and my experience coaching others I offered a simple model that views time and tasks in a different perspective. To cut a long story short; when I had presented the model and we'd done some reflecting together she laughed and said "When I look back to the start of our sessions and what I was saying about having things covered: What a joke that was! How did I not see this myself?"

A few months after the program I checked in with Mary who proudly told me "I estimate that my efficiency is about 30% higher than before we started the coaching. I plan my time in a whole different way and I also experience that I have more quality spare time and actually have revived hobbies that I did not have time for before" and continued "When I saw how well this new mindset worked for me I started using it with my team and they are totally convinced".



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Know Thyself! How a coaching conversation changed Jack's career at 40



by

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Jack was in his mid-40s, a well qualified and competent member of my team, but his on-the-job performance was disappointing. He took every opportunity to be somewhere other than at work: meetings, conferences, training courses, you name it, he'd go for it. Clearly, he wasn't happy in his role.

I met with Jack to discuss his performance and told him I needed him to commit to his role and perform well in it or we would have to go our separate ways.

He thought about it for a few days and then resigned.

Two years later I received Jack's application for a more senior role. He met the criteria so I invited him to an interview. His performance was adequate but he didn't show enthusiasm for the role. I didn't hire him but I did offer him feedback.

When we met I asked him why he had applied for the role. He said he was qualified for it and he needed the money.

He didn't really want the job but he had a mortgage to pay and that was what drove him.

He didn't really want the job but he had a mortgage to pay and that was what drove him. A coaching conversation followed. I invited him to consider his core values and think about what he really wanted. When we dug deeply into that, he saw that he'd made a mistake in choosing his career path. It wasn't a good fit for him.

That aha! moment allowed him to figure out what he really wanted in his life. He changed direction, applied for, and got, a senior position in a completely different industry, and has moved onward and upward in his new career ever since.

If you don't know who you are you can't know what you want, so there's little chance you'll get it. And if your motivation is money, fulfillment in your career is unlikely.



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