



Coaching Profile

Barbara Lagler Özdemir

Senior Coach (German Federal Association for Coaching (DBVC)
certified)

oezpa ®
developing organisations and people.



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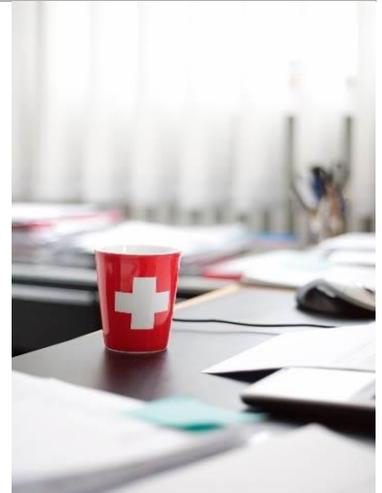
Our cooperation in coaching

In coaching, I strive for a trusting, cooperative and sustainable relationship with you. Working together, I support you in finding successful and lasting solutions.

As a coach I offer professional advice and accompaniment to support people in companies / organizations.

In coaching, the objective of the further development of individual or collective learning and performance processes with regard to primarily professional concerns applies to me.

In our joint work, I fulfill the task of helping with enthusiasm and affection.



My position as a coach

For me, the positive image of a man in coaching is based as in organizational development on values such as autonomy, participation, independence, personal responsibility, resource orientation, lifelong learning and belief in the positive in people.

In each coaching session, you choose the focus of the conversation. With coaching, I try to uncover ways to accelerate your options for action and focus on your resources.

The coaching partnership, for example with a leader who has special responsibility, can be built on a long-term and continuous basis. In this case, we can regularly review and work on the preparation and course of your challenges as needed, every two weeks, once a month or quarterly, or more frequently when needed.



My coaching approach & methods

My coaching approach is based on the "systemic-analytical approach" as well as the "solution-oriented approach". The focused discussion, different questioning techniques and role-work are the core of my coaching method.

As a systemic coach, I not only look at the coachee, detached from its social environment, but I try to include all interactions and conscious and unconscious influences. The entire social system in which the coachee is located - the team, organization or project - is included in the solution-oriented attitude in coaching. Consequently, it is important to (re) discover and release the potential of the coachee and his previous positive experiences in life.

As analytic, I refer to the work with the unconscious and the psychodynamic processes (e.g. inner images, social defenses, transmissions) in the role, in the team, in the organization or in the project. The unconscious, simplified, stands for what we can not see alone. However, it controls most of our behavior. Solution-oriented coaching focuses on the positive, on the goal, on one's own resources and on the future. This approach facilitates a change in the desired direction and is also an expression of my philosophy in coaching. The conviction that the client has all the skills to find the solution to his problem with the help of the coach.

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The Coaching Approach - "Tavistock Group Relations Work" - Institutes of Human Relations in London

On request, I take my coachees on a special journey. Our annual ORGlab is an intensive, systemic-analytical system event. We carry out this so-called Group Relations method in Germany and other countries. This work helps our coachees to experientially experience different systems in order to gain insights for their own role perception and design as well as to discover resources.

Through the coaching method "Role Analysis and Counseling" and through our oezpa "ORGlab Method", unconscious processes in systems are examined, made transparent and processed together purposefully.

It is possible to work in coaching with analogue images (e.g. roller blinds). The resulting images are freely associated, interpreted together, in order to gain new insights. In the work with the "Roller blind" we work on the role of the coachee. Here, the focus can be on getting started, goal setting and desire of the coachee, on the field of the role, on the field of team or organizational requirements or on relation to expectations from the personal system (own values, family, etc.). Throughout my many years as a coach and organizational consultant, I was responsible for Group Relations Conferences in Germany in cooperation with Tavistock Institutes, London, and was invited to India, England, China and Lithuania as a staff member.

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Profession and experience

Profession

I have been working as a consultant, coach and managing director of oezpa GmbH in Bornheim (Cologne / Bonn) since 1994 and I am still very happy about it. The oezpa GmbH is an active institute in the field of international organization and personnel development since 1994. In the academy, I am a member of the further education management of the DBVC-certified annual, in-service training in "Coaching" and "Organizational Development". At the "Fresenius" University in Cologne, I hold a teaching assignment in the Master's program of Business Psychologists. My professional experience is national and international.

Experience

I have more than 20 years of practical and experiential knowledge in my own management consultancy as a manager and in coaching. In doing so, I ensure a comprehensive view of the complex challenges in organizations. The continuous training and networking on the topics "coaching, organization development, accompaniment of large group conferences" serve the work in coaching. As a MBTI-certified coach, I like to work in coaching with, among others, the MBTI Tool (Myers Briggs Type Indicator as certification) and use 360 ° feedback tools, which we use as an institute in our coaching processes. My intercultural personal background (Switzerland, Germany and Turkey) enables me, among other things, to quickly capture, reflect and coach intercultural challenges.

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Education

2014-2015

CAS (Certificate of Advanced Coaching), Institute of Applied Psychology (Zurich University of Applied Sciences), Zurich, Switzerland

2009

Certified Trainer "Myers Briggs Type Indicator-MBTI", Munich, Germany

2003 – 2008

Certified large group moderator "Advanced Work with Large Group Interventions", Frankfurt, Germany

2007

Future Search Workshop, „Managing Future Search Workshop“ with Marvin Weisbord and Sandra Janoff, Stockholm

2006-2007 (Co-leading)

In-service training as an organizational developer, oezpa GmbH, Ertstadt-Liblar, Germany

2004-2005 (Co-leading)

In-service training in coaching, oezpa GmbH, Ertstadt-Liblar, Germany

2005-2015 Group Relations (Tavistock-Institute, London) experiential learning coaching

(Staff membership in all conferences, which takes place at the invitation of the countries)

- Lithuania, Vilnius, **2016**, Group Relations Conference "Role Leadership Authority, the Culture of Open dialogue in Organizations", Vilniaus Universiteto, Filosofijos Fakultetas
- Lithuania, Vilnius, **2015**, Group Relations Conference "Power and Vulnerability: Negotiating Unequal Relations in and between Organizations, Communities and Nations", Vilniaus Universiteto, Filosofijos Fakultetas
- England, Leicester **2014**, Group Relations Conference "Authority Role Organisation Studying space, pace, purpose in hyper-turbulent times", Tavistock Institute of Human Relations, London, UK
- England, Leicester **2013**, Group Relations Conference " Authority & Role: Living, Leading & Learning in our Organisations, Tavistock Institute of Human Relations, London, UK,
- India, **2011**, Institute of Management (IIMA), Ahmedabad, Group Relations Conference, "Working Conference on Gender, Relatedness in Organisations", Indian Institute of Management
- China, Wuxi, **2011**, 2nd China Group-Relations-Conference, oezpa Institute in Cooperation with Tavistock Institute of Human Relations, London, UK
- **2005-2015** oezpa Group Relations Conferences, Germany

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Akademie & Consulting



First steps to clarify the order

The first contact begins with a non-binding expert talk. Its purpose is to find out if the chemistry between us is right and you can imagine working together.

Together, we discuss what your topic in coaching could or should be and what your concern is.

At the same time you gain an impression of the way I work. Afterwards you decide in peace whether you wish to work with me.

Only then will we agree on scope, frames, fees, deadlines and build the confidential framework. In doing so, we focus on your needs, topics and goals. In between, we conduct joint evaluations of the progress of our work.

At the end we determine, if the coaching will be continued in order to, for example, deepen certain topics or whether the common process is complete. A final evaluation completes our joint work.

My coaching takes place in a protective environment that reflects trust, appreciation and respect - and also allows for laugh and humor!

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Contact oezpa GmbH - Academy & Consulting / ILAC

Management consulting for strategic organizational and personnel development

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