

Coach Profile

Dr. Klaus Wagenhals



Nationality: German

Residence: Offenbach – near Frankfurt since 1998

Languages: German and English

Areas of expertise:

Executive and leadership coaching

Project management

Team development

Conflict management

Strategic workshops or large group meetings

Corporate and Management Experience

Klaus has over 20 years experience in organisational consulting and leadership development. Before becoming a freelance consultant in 1998, he held an executive position at a consulting agency in Frankfurt, Germany. There he also consulted for clients on technical and change management issues in the automotive, mechanical engineering, IT and financial services areas.

This contributes to his wide, experienced view on the managerial world as a basis for his coaching and development activities.

Academic Qualifications

Doctorate in Sociology professional training faculty of the University of Bremen on the topic "Qualification Concepts in the Implementation of New Technologies as part of Humanisation Projects"(1987)

Masters in industrial psychology and sociology (studying from 1973 – 1982 in Marburg/Giessen/Trier/Mannheim and Berlin)

Learned Methods/ Approaches

Klaus showed an early interest for developing innovative methods and approaches to be utilized within organizations. He has studied all facets of facilitation (including conflict and large group facilitation), and he has been trained in conflict management and resolution, systemic-oriented development of organizations, and project management, and is a qualified psychodrama leader as well as a systemic-oriented coach.

He follows the definition where coaching is used as supporting instrument for individuals and groups to realize their potential to resolve problem and increase their comfort zone

- while reflecting their context and organizational culture, their own models, philosophy and concrete behaviours,

- while becoming aware of other possibilities to act and
- while practising alternatives and changing old patterns.

Becoming more professional and successful is the overall goal for this process, in a trusting and appreciative environment.

The coachee gets acquainted with and learns to use the full spectrum of their abilities in their role in order to reach both their goals and those of their company, as well as learning how to deal with conflicts and other critical situations.

An interesting mixture of approaches makes it possible to analyze complex situations in an expeditious and in-depth manner, while applying different alternatives to problem-solving and exploring alternatives in a manner convenient to the customers/coachees.

Coaching Certification

Certified coach by Simon, Weber & Friends, 2005 in Heidelberg

Partly-qualified on this subject during a 2-years qualifying program “systemic-oriented consulting for organizational development” in Bad Salzuflen in 1996

Other Activities

- He is a co-author of “International Project Management”, published by Beck-Verlag, 2004, and he has contributed articles to various journals, e.g. “wirtschaft & weiterbildung”, “Zeitschrift für Wirtschaftspsychologie”
- Co-creator of “Lead and Live”, an integrated leadership development program
- He created various experiments on the base of actual management- and leadership-surveys and knowledge and runs workshops or gives speeches to this subjects i.e. on the label of “the elegant coming together of hard- and soft-facts”
- He runs workshops on the subject of risk-management for the PMI Chapter Frankfurt and the university of applied sciences in Gießen-Friedberg

He is member of various professional bodies, e.g. the German Association for Project Management (GPM), an association for supporting psychology for business, in the special group for psychodrama in the DAGG, and in the society of organization and leadership.