

Coach Profile

Walter Bock



Nationality: German

Residence: Ulm

Languages: German and English

Areas of expertise:

- Executive & leadership coaching
- Leadership
- Team building
- Personnel development
- Organizational development & change management

Corporate and Management Experience:

Walter Bock is an entrepreneur, process-oriented consultant, coach, facilitator and trainer for organizations and leaders. Since 1988, he has supported and advised companies and managers in Germany, Europe and overseas. He draws on experience from industry, private enterprise, public and church institutions, as well as non-governmental organizations. He also serves as coach to a number of business executives and managers.

Leadership is one of Walter Bock's main areas of specialty. In his work with individual leaders and organizations, he pays special attention to team building, coaching and an improved culture of communication. For Walter Bock, leadership is not just the necessary know-how of the managerial elite, but an organizational principle that is founded in personal responsibility, and which affects the entire organization. The willingness to take on responsibility belongs to the unquantifiable parts of leadership that have to do with a personal decision in favor of loyalty, community, maturity, character, integrity and courage. These things cannot be bought, but when they are present, they bring a definite competitive advantage to the organization. Leadership involves communication and information processes, management and decision-making processes, but also processes that are directed at the spirit of the organization. Change is not sustainable unless it is felt across the entire company. When new processes are created, forms and structures must be considered and integrated.

Individuals and organizations that work with Walter Bock learn to observe themselves, to recognize their potential, their resources, their cycles. They learn to think in terms of processes and to translate these into structures that are sustainable and viable.

Academic Qualifications:

Dipl. Betriebswirt (VWA) (degree in business administration)
Lecturer in Management, University of Applied Science, Nürtingen

Training:

Theme Centered Interaction
Transactional Analysis

Coaching Approach:

For Walter Bock, the coaching of leaders has to be based on personal trust, integrity and absolute confidentiality. In a coaching relationship, Walter Bock focuses on the individual and their relationship to the organization in which they work. The coaching process entails entering into a personal growth phase. Growth, in turn, leads to better clarity and more success. For this reason, Walter Bock believes that coaching achievements make a difference.

Other Activities:

Together with the Deutscher Sparkassenverband (Bonn), McKinsey & the StartUp Office of STERN Magazine in Hamburg, Walter Bock has developed the StartUp Werkstatt, Germany's largest internet-based business game for high school students. He has helped implement the pilot phase and has contributed to the yearly "Future Camps" carried out for the winning teams.