

b.t.c.

beratung, training, coaching
gmbh

Consulting, Training, Coaching

Advancement – for the Future ...

... effective steps towards your success!

We accompany and co-construct your goal process on the basis of systemic solution-oriented thinking and working. We design customized concepts especially for your company.

Companies are by nature "highly complex" systems. Consequently our approach of **systemic consulting** understands your company as a sum of system processes. We examine with you the interaction, relationship cycles and reactions between individuals (colleagues, managers), teams (work group, department) and the duties at hand (customer, market, service, product). With the aid of systemic questions existing patterns of interactions become transparent. Well-established action-reaction patterns can be left and creative solutions developed

We consult and accompany your organization in ...

- the process of organizational- and human resource development
- the merger and restructuring process
- the implementation of organizational strategies

We consult and accompany you as an entrepreneur and sole-proprietor in ...

- professional position fixing
- phases of reorienting
- acceptance of new areas of responsibility
- your job as a manager or junior manager
- marketing- and communication measures
- implementation of internal and external communication means in print, film, multimedia, as well as other events and conventions

As system consultants and process companions, we pursue your objectives in ...

- personal position fixing
- management quality and -development
- development and organization of departments, teams and project groups
- integration of new colleagues
- customer orientation and service quality
- market- and employee-oriented company philosophy
- development of a vision and mission statement
- development of strategies
- corporate identity and design

Your issues are processed in ...

- workshops
- conferences
- interaction trainings (indoor/outdoor)
- presentations ...

and accompanied by us on your way to success in single, as well as team coaching.

Think goal-oriented



Proceed resource-oriented

[1] Think goal-oriented

As a customer you define the goal ... What goals would you like to achieve? What benefit do you expect from the achievement of your goals? How would you realize that you did achieve your goals? These and similar questions are to be expected in our first consulting session. Clarification in goal setting is the basis for a customized training concept and a successful coaching-process.

[2] Proceed resource-oriented

Problems call for analysis and goals invite you to achieve them ... In organizations discussions of problems have become a "sine qua non" in work-sessions and human resource feedback. Every day life of work-sessions and human resource conversations are discussions of problems. How does the way lead from analyses to changes in behavior? How can stagnant discussions and decision-making be set in motion again? When are work-sessions productive and a motivating investment for all participants?

Our mode of operation in terms of solution-oriented action facilitates the transformation of problems into goals. The spectrum of your options to take action is broadened.

All powers and resources can be concentrated on alternative actions, further steps and the benefit of change and a positive motivation promoting attitude evolves.

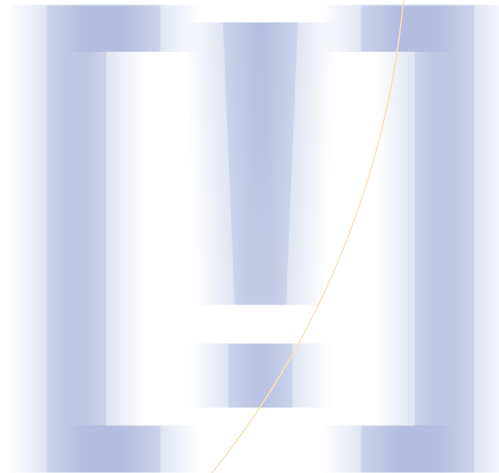
[3] Act resource-oriented

In our consultation, training and coaching we focus on resources and strengths of participants. We concentrate on the skills and abilities of every single person. In doing so, we promote personal responsibility and efficiency, as well as the quality of cooperation within the company. Potentials of synergies are identified and released. This unfolds new powers to open up new vistas on ones own impact of behavior, which in turn leads to progress and development in the company.

**We work on relationships,
as well as patterns of communication
and behavior.**



Act resource-oriented



www.btc-info.de

Current dates, as well as additional detailed information can be found on our website!

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