



Crispycoaching Portfolio

crispycoaching

Development Journeys at Crispycoaching

All our trainings are bookable as individual formats or can be combined with Coachings and Masterclasses. Choose the topics most relevant to you and customize your training journey. All modules can be booked in combination with each other or individually - no matter in which order. You will receive your personal leadership certificate when you book 1 Core Module + 2 Masterclasses + Individual Coaching Format.

Topics to choose from:



Mix & Match our formats:

-  Core Modules
-  Masterclasses
-  Individual Coaching & Self Learning
-  Bonus days

Our trainings and coachings are focused on individual reflection, growth and business applicability. Our holistic approach to self- and team- leadership offers you a systematic approach for your personal and leadership development.



All our formats at a glance

Starting Leadership

Learn the essentials of leadership. Ideal for new and emerging leaders who want to take on their role with confidence and ability.

Advanced Leadership

Develop a value driven & efficient leadership approach that matches your current business reality & challenges. Balance the stretch between simultaneously running & changing the business.

Communication & Feedback

For individual contributors that want to improve their interactions with their colleagues, leaders & stakeholders. Focus lies on clear, self-responsible, mindful communication at work.

Leader as a Coach

This training focuses on coaching tools that are useful for challenging leadership situations. Trained by certified coaches, obviously :)

Psychological Safety

How can we make sure people speak their minds, stick their necks out, bring in ideas or concerns? The answer lies in psychological safety.

Hybrid Leadership

The last two years have accelerated the move away from fully co-located working spaces, bringing with it a host of new challenges. Learn new tools, models to help tackle these challenges!

Hypergrowth Leadership

If you are a leader in a fast paced organisation: learn tools to deal effectively with core challenges that this unique environment brings.

No Burnout!

Our modern work environment is more and more stressful every day, so how can we protect the health of our team members and ourselves? By being healthy leaders!

Starting Sales

Accompany the entry into your new sales role with a training on the essentials of sales. Ideal for newcomers with up to 3 years of sales experience.

Boost Motivation

How exactly does motivation work? Without systematic understanding, we often feel like its a hit-and-miss endeavor. We will change that :)

Conflict Management

There is productive and unproductive conflict. We aim to help you deal with the unproductive kind and facilitate productive conflict.

Bonus Days

Our bonus days are events with a focus on networking, recreation and fun. Connect with other leaders. Join our Crispy Leaders Dinner or book a Group Coaching Day at the Lake.

Individual Coaching Sessions

Individual coaching sessions with focus on personality and competence development that make the leader successful in the long term. Focus can also lie in sparring specific challenges the coachee is facing.

Online Self Coaching Lead_yourself

Get to know yourself better and define your goals to actively shape life and your job the way you want them to be. Manifest your goals and to grow beyond yourself, and embark on your own authentic way of life.

Personality Assessment & Evaluation

Online-assessment & 2-hour debrief. Using the research-based HOGAN personality assessments, our licensed practitioners support you with reflecting on your strengths, pitfalls and core drivers.

The Trainers & Coaches

We want you to become a better leader. No matter if you are working on leading yourself, your team or a whole organisation. We combine our own experience from the business context with many years of training and coaching experience.



Bastian Schulz

Eva Resch

Svenja Haus

Felix Krahé

Quick Intro:

Bastian | Software Sales Pro | will teach you how to set up sales properly

Eva | Founder of crispycoaching | Leadership Trainer & Coach

Svenja | Knows what needs to happen when Startups grow very quickly | Trainer & Coach

Felix | Expert in Psychological Topics | Trainer & Coach

Contact us to learn more about our trainers and their approaches.

Example 1 for an individual Leadership Journey - Starting Leadership

To illustrate how your customizable Leadership Journey can look like, we illustrated Andrea P.'s Development Journey for you. Andrea is a new team-lead in a Berlin Tech-Startup. He has a team of 3 people and wants to develop himself and specifically his leadership skills.

Andrea decided that our online-self coaching journey is exactly what he wanted to do during his one-month getaway in Portugal. He wanted to gain clarity about his mid-term goals and take some time to reflect how to grow best in his current role.

Online Self
Coaching
**LEAD_
yourself**

**Starting
Leadership**

Andrea chose this training as a Starting Point for his Development Journey. The 2-day-training provides him with a solid foundational toolset for getting started in his leadership role. During this training he met like-minded leaders and left with our central leadership model and toolbox.

**Boost
Motivation**

After some months of working with his team, Andrea decided that he needs more in-depth tools to motivate his team. He books two 1-day Masterclasses: Boost Motivation & Leader as a Coach.

**Crispy Leaders
Dinner**

Andrea joins our exclusive Dinner event to meet like-minded people and enjoy a nice evening with delicious food (for thought).

**Leader as a
Coach**

Andrea continues his learning journey with our Leader as a Coach Masterclass.

Andrea earns his Crispy Leadership Certificate - Yeay!



Andrea P. | Team-lead in a Berlin Tech-Startup

Example 2 for an individual Leadership Journey - Advanced Leadership

To illustrate how your customizable Leadership Journey can look like, we illustrated Anna L.'s Development Journey for you. Anna is a department head in a Berlin Tech Scale-up. She has 5 years of leadership experience in a mid-sized company, leads 3 team leads with an overall of 21 individual contributors.

Anna already did some coachings in the past, but still wants to work on her derailers and pitfalls. She decided to book our 90-minute online assessment & 2-hour debrief with a coach to learn more about how her strengths, pitfalls and core drivers influence her leadership style and how to develop further.



Anna joins the open training "Advanced Leadership" to reflect on current challenges in her role and to get a refresher on helpful tools and practices for leading her team.



Anna wants to learn more about effective conflict management techniques to be able to support her team members even better. In our Conflict Management Masterclass she learns how to facilitate productive conflict.



Based on the Personality Assessment, Anna continues with individual coaching sessions.



Anna earns his Crispy Leadership Certificate - Yeay!



Anna L. | Head of Communications in a Berlin Tech Scale-up



Example 3 for a customizable Leadership Journey - Starting Leadership

To illustrate how your customizable Leadership Journey can look like when you combine an inhouse training for your team with individual follow up modules, we illustrated Maria H.'s Development Journey for you. Maria is a new team-lead in a Berlin Tech-Startup. She has a team of 6 people and wants to develop herself and specifically her leadership skills.

Maria and her peers join the inhouse training Starting Leadership.

In this training, the Team Leads of her company develop a shared understanding of key leadership concepts, had the chance to discuss internal leadership challenges and acquired a practical toolset for common leadership tasks.



After some weeks of working with her team, Maria decides that she needs more in-depth tools to motivate her team. She books two 1-day Masterclasses: Boost Motivation & Leader as a Coach. These Masterclasses are offered as open trainings – Maria meets likeminded leaders from other companies. Her colleagues can choose their preferred topics from our Masterclass catalog. Ask us for an inhouse alternative.



Maria continues her learning journey with our Leader as a Coach Masterclass.



Maria decided that our online-self coaching journey (LEAD_yourself) is exactly what she wanted to do to continue her learning journey to gain clarity about her mid-term goals and take some time to reflect on how to grow best in her current role.



Maria earns her Crispy Leadership Certificate - Yeay!



Maria H. | Team-lead in a Berlin Tech-Startup



Self Coaching LEAD_yourself

Online Self Coaching LEAD_yourself

The LEAD_yourself Coaching Journey is a 4-week online course we designed for you. In this journey, we gathered all our tools and knowledge to support you in finding more meaning in your professional and private life.

4 weeks | workbook | videos | live-Q&A sessions (online) | optional: one-on-one coaching sessions

For whom?

Do some of these questions ring a - potentially uncomfortable - bell? "Do you feel stuck somehow?", "You are unhappy but don't know what to change?", "You have ticked all the boxes and don't know what to do next?"

At the same time, you want to tackle these questions at your own pace and in privacy. Then this is for you.

Why is this interesting?

Because most of us have not been well equipped for tackling the bigger questions in life. Quite often we aspire to status, prestige, success (however you define it), more responsibility, a career etc. because we have been taught that these things are worthwhile in themselves or will make us happy. Turns out, they are not and do not, at least not for everyone.

This self-coaching journey equips you for forging your own path and finding your own answers. We provide the structure, tools and materials!

What do I get?

Complete daily exercises in your beautifully designed and comprehensive workbook. Weekly live Q&A sessions with one of our coaches. Exclusive video content to deepen your knowledge and dig deeper into topics. Receive personalised email content to support you and keep you accountable.



Your Coach: Eva Resch



Starting Leadership

Starting Leadership

Learn the essentials of leadership. Ideal for new and emerging leaders who want to take on their role with confidence and ability.

2 day core module | leadership level 1

Leadership role | LEAD framework | Setting goals | Delegating tasks | Giving feedback | Team culture

For whom?

This management training serves young leaders and those who want to become leaders with valuable insights on the essentials of leadership that accompany their entry into the new role.

Why is this interesting?

Because starting in a leadership position can be like driving a car for the first time - in some cases without ever having seen a car from the inside. Where do you even start? And sure, no one *needs* driving lessons - with enough time you could figure it out. But that will take longer and involve a lot more accidents ;) Avoiding rookie mistakes, asking the right questions the first time, reflecting on your own leadership values, etc. This and more is why this training is crucial for first time leaders.

What do I get?

Two days of training with other first-time leaders in a trustful environment. You will get an overview of what it means to be a leader, reflect on your own mindset, values and personality. We will look at foundational skills like delegation, feedback, communication and expectation management so that when you come back to your team you have more self-confidence in who you want to be as a leader, and more competence in your leadership skills. Truth be told, you will also realise that leadership is a huge and complex array of skills, and two days can only cover so much. So we hope that this is only the start of an exciting learning journey for you!



Your Coach: Eva Resch

Reflect

Know yourself and identify the values and drivers that guide your behaviours

Learn

Understand the challenges of your new role and learn applicable tools for managing a team

Apply

Become an inspiring and effective leader who knows how to lead and motivate others

Advanced Leadership

Advanced Leadership

For experienced leaders who want to challenge their leadership style and get more strategic and reach the next level of impactful leadership.

2 day core module | Leadership Level 2

Leadership style & values | Modern leadership frameworks | Stakeholder management & politics | Managing manager | Your department | Team culture

For whom?

This training is aimed at experienced leaders who want to sharpen their leadership skills and challenge their managerial style. The focus shifts from operational leadership directly with the team to guiding other managers and addresses the stretch in sandwich positions as well as the strategic orientation of one's own department.

Why is this interesting?

Do you feel trapped in well-practiced leadership habits? Would you like to challenge your established leadership style and values? Start experimenting with new approaches and behaviours and position your department strategically.

As you advance up the career ladder, the focus shifts from operational leadership directly with the team to guiding other managers and addresses the stretch in sandwich positions as well as the strategic orientation of one's own department. As the old adage goes: "What got you here, won't get you there". But we will ;) Become the leader you wished for when you were starting your career.

What do I get?

A two-day training designed to help you constructively examine your established leadership practices to see which ones still work great and which ones need to be adapted for a new context. This is followed by an in-depth look at modern leadership frameworks, looking especially at forms of self-organisation within teams. Finally, stakeholder management, both internally and externally, will be focused on to make you a more effective player in your organisation.



Your Coach: Svenja Haus

Reflect

Question yourself critically and consider how you can sharpen your leadership skills

Learn

Learn the latest leadership approaches and methods and benefit from external feedback

Apply

Experiment with new techniques and behaviours and stay on top of mind

Communication & Feedback

Communication & Feedback

Are you tired of outdated communication theories and models? In theory it all sounds reasonable and at the same time you can't express what you actually want to say and admire others for their rhetorical skills? Learn how to express yourself in a pointed and positive way to achieve what you really want.

2 day core module

Positive language | Asking the right questions & sincere listening | Non-violent communication | Radical Candor | Psychology of conversation | Embodiment | Story Telling

For whom?

This training is aimed both at individual contributors who want to improve their communication and at people with leadership responsibility who want to improve their skills, especially in conversational situations.

Why is this interesting?

Communication is so natural and automatic - we cannot *not* communicate - and at the same time so difficult and powerful. Listening genuinely as well as targeted, thoughtful communication are the most powerful tools we have to achieve what we want and inspire change in others. Learn how to turn negations into positive solutions and express your needs without violence. Distinguish between the factual level and the relationship level, and express clearly what you want without beating around the bush or having to be so careful in your wording that the meaning gets lost entirely. Use your body language more purposefully to express yourself successfully and to convince others of your ideas and visions.

What do I get?

In this training, the focus is less on the input of different theoretical approaches, but on the application and practice in a protected space. Experiment with different communication hacks in role play simulations and get direct feedback. Through various exercises you can perceive and improve subtleties in your communication and at the same time create "aha moments" for others. You will leave this training with practical and applicable communication hacks and will have a sharpened awareness of communication in general.



Your Coach: Felix Krahé

Reflect

Create awareness of your own communication style and the others'

Learn

Learn to use simple frameworks that structure your conversations and give you confidence

Apply

Use communication hacks in role simulations and benefit from direct feedback

Boost Motivation

Boost Motivation

Your job as a leader is to create a motivating environment, but how exactly does that work? In the absence of systematic understanding, we often feel like motivation is a hit-and-miss endeavor with little structure or method. We would love to help change that!

1 day masterclass

The two kinds of motivation | Two kinds of tasks & performance | Blame Bias | Putting it into practice

For whom?

Anyone who plays a role in motivating others. That could be as a leader, as someone who designs the compensation or performance management system, defines role descriptions or is tasked with shaping a motivating culture in your company.

Why is this interesting?

Because if we are honest, most of us have not been taught a systematic understanding of motivation. Most of what we know is almost mythical - stories we tell each other and are passed down to us from those (leaders) before us, who got it from those before them and so on. But like most myths, upon closer inspection the amount of truth in these stories is often not as high or straightforward as we hoped.

What do I get?

A systematic, research-based understanding of the building blocks of motivation and how they relate to different kinds of performance. Based on that we derive changes in your leadership style (such as goal setting or task design) and potential changes in the systems you all work in (such as incentives, team collaboration, role design, career models etc.). At the end of the training you can answer questions such as "When is a bonus-based compensation system a good idea and why?", "How should I set goals so they are motivating?" and "How useful are praise and punishment?".



Your Coach: Felix Krahé

Reflect

Know your what adds to and harms your own motivation

Learn

Understand how motivation affects performance and what you as a leader can and cannot influence

Apply

Become able to purposefully create a motivating culture in your area of influence

No Burnout!

**No
Burnout!**

Burnout has become the most discussed topic in the workplace, and since the pandemic at the latest, the number of cases has increased dramatically. Mental health is crucial for the well-being of entire organisations and business success. And despite the increased awareness, many busy professionals do not know how to strengthen their resilience and prevent burnout in themselves and their teams.

1 day masterclass

Understanding the problem | Holistic approach to burnout | Building resilience | Mental health and well-being in the workplace

For whom?

This training is aimed at all those busy professionals who want to strengthen their resilience and prevent burnout for themselves and their teams. Mental health is a topic we all deal with at one time or another during our careers. It is therefore important to recognize the first warning signs in yourself or others early on and to take them seriously. This training is helping individuals, teams and leaders to build resilience in fast paced environments and thrive at work.

Why is this interesting?

What actually is burnout? A buzzword or an excuse when the workload becomes too heavy? Burnout is an officially recognised mental illness with an enormous impact on personal well-being as well as organisational success. It is important to understand burnout holistically and to be able to distinguish between causes and symptoms. Because this disease is far more complex and multi-layered than we often think we know. With resource-oriented measures and a holistic view, prevention measures are discussed to strengthen resilience in oneself and others.

What do I get?

A science backed toolkit as well as a holistic view and deeper knowledge of burnout and how to beat it. Based on the newest research and practical experiences from working with the challenges of remote teams, we will equip you with a deep understanding of what burnout really is and what it is not. As well as, concrete actions you can do for yourself and others to prevent it and build resilience in your team. Identify sources of stress and learn how to create positive change.



Your Coach: Svenja Haus

Reflect

Understand the different layers of burnout and reflect potential stressors for yourself and others.

Learn

Identify early signs of burnout and ways how to build resilience for yourself and others.

Apply

Transfer the knowledge to your context and implemented concrete measures directly.

Conflict Management

Conflict Management

Conflicts are unavoidable. But conflicts do not have to be shouting matches or a long chain of avoidance and grudges. In fact, some conflicts are even desired, because they help us come up with better solutions.

1 day masterclass

Where do conflicts come from? | Preventing unproductive conflicts | Moderating unproductive conflicts | Encouraging productive conflict



Your potential Coaches

Felix Krahé | Eva Resch | Svenja Haus

For whom?

Anyone who wants to become better at dealing with conflict. Both at a personal level (communication during conflicts, mediation) or at a team level (prevention of unproductive conflicts, creating more willingness to engage in productive conflicts).

Why is this interesting?

Because not all conflicts are created equal. There are many which just cause pain and do not serve any productive purpose. These are conflicts we want to prevent, and if we cannot, to mediate as quickly as possible. But there are also conflicts that are useful, because they serve productive purposes, like intellectual disagreements about the next product or strategy. The art of conflict management therefore lies in reducing, preventing and mediating unproductive conflict, while encouraging productive conflict in safe contexts.

What do I get?

A one-day dive into current thought on conflict management. Models and research that help you better understand where unproductive conflicts tend to come from, which forms the basis of analysing your team and processes for potential conflict triggers. At the same time, we will give you concrete tools and exercises you can implement with your teams to encourage more productive conflict in areas where you and your team need it. We will also look at mediation and communication techniques to help you solve conflicts - whether you are a conflict party yourself or a neutral party.

Reflect

Know where your personal “buttons” are and where those of others may be

Learn

Practical models to guide your thinking and actions for conflict management and prevention

Apply

Practice mediation skills, encourage useful conflict and prevent unnecessary ones

Psychological Safety

Psychological Safety

How can we make sure people speak their minds, stick their necks out, bring in ideas, questions or concerns? How can we create a space where we and others feel comfortable to bring all of ourselves to work - not just the part we think "fits in"? The answer lies in psychological questions - or the lack thereof.

1 day masterclass

What is psychological safety and why should we care? | What causes it? | Fostering a psychologically safe environment

For whom?

Especially leaders, since you have an outsized influence on the level of psychological safety in your team compared to your team-members. If you feel like people in your team don't speak up, admit errors or ask each other for help - then it is very likely that you are missing psychological safety in your team.

Why is this interesting?

The absence of psychological safety can inflict emotional wounds, neutralize performance, paralyse potential and make innovation extremely difficult. And without any of these, both teams and organisations risk their own economic future. Of course, they are also not exactly the greatest place to work at.

What do I get?

You will learn what psychological safety means, why it matters and how you can go about fostering it with intent. We will also look at what not to do - i.e. how you can harm psychological safety, so you do not accidentally destroy what you painstakingly built.

At the end of the training, you will be able to answer questions such as "Why should a business care about psychological safety?", "Why do low levels of psychological safety make unsafe, unethical and antisocial behaviour more likely?", "What can I and you do to improve psychological safety?".



Your Coach: Felix Krahé

Reflect

Know how your own behaviour changes between psychologically safe and unsafe environments

Learn

Understand what makes you & others comfortable taking risks like challenging the status quo

Apply

Become a leader who can foster a psychologically safe environment in a more productive and humane culture

Leader as a Coach

Leader as a Coach

A good leader is like a coach - empowers a process where people can grow and thrive. Of course, there are more responsibilities for leaders that sometimes require tough decisions. But when it comes to people development, it makes sense to build coaching skills and develop a coaching mindset.

1 day masterclass

Coaching mindset | Coaching tools & techniques | Boundaries and differences to leadership | Asking really good questions | Systemic coaching & positive psychology

For whom?

This masterclass is aimed at all leaders for whom leading means more than just telling others what to do. If you want to develop people holistically and unleash the best in your team members, then you've come to the right place. Of course, a leader is not 100% equivalent to a coach, but you can take a lot from coaching into your leadership practice.

Why is this interesting?

Rapid, constant and disruptive change is the new norm in which we live and work. Therefore the good old management approach of command & control does not work for leaders anymore - because it's simply impossible to have all the answers. Besides the expectations of new generations for a modern leadership mindset, science also shows that a coaching leadership style leads to greater well-being, productivity and innovation.

What do I get?

Clarity - about what you can and cannot achieve as a coaching leader. You will reflect on your image of humanity and your values as a leader and develop a new inner attitude. You will be trained in your own communication skills and the language of others. Simple coaching methods and hacks will help you to be effective as a coach in your leadership role. Your awareness and perception will reach a new dimension and you will be given concrete recommendations that you can implement immediately. And last but not least: you will be more aware and able of how to ask really good questions.



Your Coach: Svenja Haus

Reflect

Challenge your inner attitude and your communication style.

Learn

Experience concrete coaching methods and questioning techniques.

Apply

Try out your new skills in simulations and play roles.

Hypergrowth Leadership

Hypergrowth Leadership

A rapid growth context demands a different skill- and mindset from leaders. Decisions have to be made faster with less information, new people onboarded nearly every day, the team and yourself have act under more pressure and so on. We want to help you with all of these challenges!

1 day masterclass

Stress, Empathy & Emotional Intelligence | Taking Decisions under Pressure | Delegation Board 3.0 | Integrating new People – Onboarding rituals | Unavoidable - Dealing with Conflicts

For whom?

Leaders in companies that are undergoing a phase of strong headcount growth. Symptoms may include: structures that struggle to keep up with the increased headcount; your team gets new team members every week / has to split / is newly formed; big decisions have to be made quickly with little information; difficult trade-off between speed and quality; lots of pressure with less guidance, etc.

Why is this interesting?

If you are in a hypergrowth scenario, we don't really need to tell you why having tools to deal with these unique challenges are helpful. But let's do it anyway: The tools and ideas we cover help you and your team cope with the stress and particular challenges. It helps you use the available resources more effectively and get new resources online quicker.

What do I get?

A one-day masterclass that focuses on the specific challenges of being a leader during hypergrowth. Tools that help you take better (not perfect!) decisions under pressure, more effectively onboard new people in the limited time available, manage own emotions under pressure so you can better stabilise your team, and de-escalate the inevitable conflicts that arise during hypergrowth.



Your Coach: Felix Krahé

Reflect

On your main challenges as a leader during rapid growth

Learn

Skills and models that help you be effective under pressure

Apply

Perform risk analyses, identify useful decision patterns, develop onboarding practices etc.

Hybrid Leadership

Hybrid Leadership

Half your team is co-located, and the other half is distributed all over the globe? Welcome to hybrid leadership.

1 day masterclass

"Sorry, we can't hear you" - Communication in hybrid work environments | Building and maintaining Connection | Coordinating across time and space | Building and retaining your cul in hybrid settings

For whom?

Leaders who find themselves in an environment that will stay hybrid for the foreseeable future and who are looking for new ideas for creating an engaging workspace in this new context!

Why is this interesting?

The receding pandemic reveals a situation that – while still very much in flux – looks neither fully co-located nor fully remote. Instead, most of us will have to lead and work in a hybrid environment! But how can we forge cohesive teams in these conditions? How can leaders build and sense the necessary trust – and help team members do the same? How can we foster creativity? How do we coordinate?

We want to level with you: thanks to the chaos wreaked by the pandemic there currently isn't as much generalisable and robust data on what does and doesn't work in hybrid leadership as we would like. So "best practices" are – for the time being – necessarily "good practices" or "reasonable practices".

What do I get?

One day of looking at what the field of HR and leadership has figured out about hybrid leadership so far. We will cover the most important challenges that the hybrid environment brings: how to adapt communication so that it works for both co-located and remote team members, how to coordinate across time and space, how to build and maintain a sense of connection and social cohesion, and how to build/retain/adapt company culture for hybrid.



Your potential Coaches

Felix Krahé | Eva Resch | Svenja Haus

Reflect

On your main challenges as a remote leader

Learn

What current good practices in hybrid leadership are

Apply

Develop formats to take home and try out with your team and team members

Starting Sales

Starting Sales

This training is aimed at anyone who is on the verge of or at the beginning of a sales or customer facing task and wants to deal with the success factors of their new role in a sustainable way.

2 day masterclass

Your role and responsibilities as a sales person | Understanding certain behaviors to increase sales success | Conduct successful sales conversations | Establish valuable relations with clients

For whom?

Are you in a sales role? What essential competencies and skills do you need to build? Gain security in your role by learning applicable tools for up to date sales tasks and challenges! This training is aimed at anyone who needs to starting selling: sales reps, new entrepreneurs, individual contributors.

Why is this interesting?

Accompany the entry into your new sales role with a training on the essentials of sales. The training is suitable for newcomers and sales employees with up to 3 years of sales experience from companies with a focus on new business. Contents include the complete sales process from prospect generation to pipeline creation to closing the deal. We will present you the latest methods used by leading digital companies in the field and offer you many opportunities to reflect and practice.

What do I get?

Two days of training, to enable a sustainable learning experience through training and coaching elements, models and theories based on top business tools, long-year experience and psychology tips for better communication. Get Take-home exercises for you and your team, reflection and discussion and exchange in a small, trusting group.



Your Coach: Bastian Schulz

Reflect

Reflect your own approach and communication style in sales situations

Learn

Practical models to guide your sales and client-facing actions

Apply

Practice communication and negotiation skills and take home applicable tools to boost your sales success!

Individual Coaching Sessions

Individual Coaching Sessions

Behavioural changes take time and applying new methods and approaches requires practice. Training can only provide the nudge by creating "aha" moments, curiosity and food for thought. After each training, participants tell us how much they love the content, but now it's about applying it and integrating it into their daily lives. This is the moment when coaching kicks in.



Your potential Coaches

Felix Krahé | Eva Resch | Svenja Haus

For whom?

Coaching is useful for everyone and should be made possible for all human beings. However we coach mainly leaders, but also professional and individual contributors. And as Bill Gates and Eric Schmidt have already correctly pointed out, everyone needs a coach.

Why is this interesting?

Sometimes you just need someone who is fully focused on your specific context and listens to you very carefully. One good question can lead to more insights than 10 management trainings. Many challenges and problems fail not because of a lack of knowledge, but because of a lack of implementation. With coachings in combination with trainings, desired behavioural changes can be achieved in a targeted way.

What do I get?

Uninterrupted and intensive work with a crispy executive coach in a 1:1 coaching session. This session usually lasts between 1-2 hours, depending on the need to talk, and always deals with a specific question. In coaching, we follow a systemic coaching process and focus on the solution of issues. In most coaching sessions, we will use a variety of exercises and interventions to work through complex issues and encourage a change of perspective and the activation of resources.

Personality Assessment

Personality Assessment & Evaluation

To deepen your self-reflection, we offer the HOGAN Personality Assessments for leaders, to identify your strengths, behavioural risk factors and values.

3 online tests | potentials indicators, derailers & values | personal evaluation and coaching session with certified coach

For whom?

If you are looking to understand yourself better, analyse your behavioural patterns, see where your pitfalls tend to be and where your strengths lie, Hogan Assessments (and the subsequent debrief) are ideal for you.

Why is this interesting?

We all want to work in organisations and positions that allow us to use our strengths to the fullest, and where our pitfalls and weaknesses are less relevant (e.g. someone who is very flexible but doesn't love detailed planning probably won't be very happy or effective in a role that requires a lot of project management). We also want to find ways to deal with our pitfalls (e.g. someone who tends to be indecisive under pressure). Hogan Personality Assessments offer a research-based perspective on exactly that.

What do I get?

Three different Assessments that cover 1) your personality when you are at your best 2) your strengths that become performance risks under stress, boredom or uncertainty 3) your values, drivers and interests that guide what we desire and strive towards. You also get a detailed debrief of your results reports together with your coach, to help make sense of and interpret the findings, relate them to real life and derive learnings. This can (but of course doesn't have to) form a great basis to start a personal coaching journey.



Your Coach: Felix Krahé



Bonus Days

Coaching
Day at the
Lake

Crispy
Leaders
Dinner

Our bonus days are events with a focus on networking, recreation and fun. They are not mandatory for the crispy leadership certificate, but offer a great opportunity to exchange ideas with likeminded people in a different setting. We offer bonus days on a regular basis, depending on demand.

For whom?

For anyone looking to connect with leaders from other companies in a context that isn't one of these awkward networking events. If you need quiet time for reflection and coaching in nature. If you want to treat yourself :)

Why is this interesting?

Because connecting with others and ourselves is one of the most important ingredients for a fulfilled life. Learning from others, getting to know their challenges and their solutions can be as helpful as any training - and sometimes even more so.

What do I get?

1) A day of in-depth coaching somewhere in nature (somewhere outside Berlin), be that at the water, in a forest or a park, whatever is a relaxing place for you. We offer different Group Coaching Formats where we go out into nature. Changing our surroundings and getting in touch with nature helps us changing perspective...

2) ...and for the crispy dinner you will get a lovely multi-course dinner with a bunch of interesting people like yourself, so you can connect outside your organisation, get new input, new ideas and great conversations :). Discuss challenges, form bonds and enjoy an evening of non-awkward networking.



We offer different training formats



in person

Join us in Berlin for a live training in our beautiful loft at Chausseestr. 116 Berlin Mitte.



hybrid

The best of both worlds - combining participants who meet live with digital participants! We created an experience that offers hybrid teams a joint training experience.



online

To make our digital trainings as interactive and engaging as possible we use a combination of different digital tools. Material and exercises are provided on a digital whiteboard (miro) and are combined with interactive exercises and input by the trainer.

GET IN TOUCH

crispycoaching

Coaching and Training for leaders and international minds

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