



Coaching Profile

Alexander Zock, PhD

Organisational Consultant & Coach

age: 52

married

two daughters

Coaching Philosophy

In my coaching work, I apply the principles of a practically oriented approach with a strong theoretical base. The practical orientation is a result of my own experience as a manager in a large corporation and as a director of a consulting institute from 1999 to 2010 and is also rooted in my work as a consultant for organisations and companies and as a coach since early 2011. The theoretical and methodological foundation of my coaching is found in systemic and hypo-systemic practice, in solution-oriented counselling techniques and in systemic structural constellation work. This means that in my conversations, my focus is primarily on the following aspects:

- attention focusing
- resource orientation
- solution orientation
- functional orientation
- structural orientation
- contextual analysis

I use these key areas to account for the personal and systemic challenges (e.g. role and organisational environment) that my coachees are facing in a concrete coaching situation.

In leadership coaching, which is more strongly focused on the role of the coachee, I also use a functional leadership model developed by me, among other things, which allows a structured analysis of the main functions of a leader and the associated challenges.

In terms of domain experience, I apply my extensive practical experience in the areas of project management and strategic development, as well as the analysis and redesign of processes and governance. My current consulting work also focuses on actively shaping

processes in management, on communication and cultural change and on the ethical dimension of management practice.

Over the course of my career, I have conducted coaching sessions in a wide variety of settings: speed-coaching during training events, project coaching as part of consulting projects, and individual executive coaching.

I am part of a peer-supervision network of colleagues in which I regularly reflect on my coaching activities.

I am also certified for the use of the so called PSI personality test developed by Prof. Julius Kuhl (www.impart.de)

Industry Experience

- aviation
- finance
- energy
- chemical and pharmaceutical industry
- social services

Contact

Alexander Zock, PhD
Hartmuthstr. 1a
61476 Kronberg im Taunus
Germany

Tel (office): +49 6173 9947111
Tel (mobile) : +49 151 15773391
az@alexander-zock.de
www.alexander-zock.de