

## **MANAGEMENT COACHING**

### **Shaping leadership with clarity**

Executives often step into new roles without a clear transition. In management coaching, they reflect on their leadership identity – and shape it intentionally. As hierarchies dissolve and roles blur in modern organisations, uncertainty grows. Both leaders and employees must continually renegotiate their boundaries. Coaching helps navigate this complexity. A key focus is the ability to respond flexibly to shifting stakeholder expectations – while staying authentic.

### **Beyond leadership trends**

Leadership has always followed trends – from authoritarian to participative and coaching-based styles. Today, one thing is clear: there is no one-size-fits-all leadership model. Effective leadership depends on context, task, team – and above all, the personality of the leader. Management coaching supports leaders in developing a leadership style that aligns with who they truly are. Only then can they lead with impact and authenticity.