



EICHENHORN

COACHING · TRAINING · MODERATION

Business Moderation

On the one hand new tasks and goals are motivating people, on the other hand anxiety and inflexibility work like brakes. In this area of conflict a moderator takes the role of a mediator. **Moderation** by Eichenhorn provides **specific support** to enterprises and their employees, when the communication becomes difficult during existing and new starting projects.

The persons involved usually are aware of the conflicts in those processes in some way, but in daily business the impact of these conflicts is in effect more under the surface than being obvious to everyone.

A moderation frees up blocked potentials. Thereby limitations in the **development of the company** can be exceeded and **new opportunities** will arise.

At the end of the process you will have a changed extended or transformed enterprise or team identity. Persons involved will become aware of hidden conflicts, and therefore they are able to surmount these conflicts.

Personal and entrepreneurial objectives and visions come to a new balance, talents and resources in the enterprise will be awakened and aligned to the new challenges.

The Eichenhorn Moderation is based on the principles of the **non-violent communication** (GfK) according to **Marshall B. Rosenberg** and on methods, which are specifically designed for critical communication situations in business enterprises and organizations. Our methods, especially those from the Neuro Linguistic Programming, the personality and communication psychology (Jung, Maslow, Schulz von Thun) and specific intervention, have been proven in **individual coaching** as well as in **trainings of communication and conflict solving.**

External moderation is useful if

- Involving all persons affected to solve a problem is required and sensible.
- It is particularly important, that all persons affected can concentrate completely on the content of the work.
- There is a topic that bears a lot of conflicts.
- Many of the persons affected are involved heavily in an emotional way.
- There are rigid positions already.
- There is a deadlock.
- A neutral point of view from outside is sensible and necessary.