

Alexandra Huck

Coaching
Systemic Counselling/Supervision
Facilitation
Organisational Consulting



Qualifications:

- Systemic Supervision and Coaching (German Society for Supervision and Coaching - DGSv)
- Conflict management and dealing with conflicts in teams and organisations (denkmodell)
- Systemic organisational consulting (Business Trends Academy)
- Further training in mediation, counselling and coaching for conflict consultants, trauma sensitivity, online facilitation, facilitation of planning and strategy workshops, project management, monitoring and evaluation, impact orientation, etc.
- M.A. Political Science, Economics, Romance Studies

Further professional experience

- Executive director "kolko - Menschenrechte für Kolumbien e.V."; advocacy, human rights, civil conflict transformation, network coordination, project management
- International election observation with OSCE and EU
- Advisor and coordinator for European country groups, advocacy, for Peace Brigades International (PBI) German branch and PBI Colombia
- Peace worker in Colombia (Urabá), Peace Brigades International
- Project assistant- energy efficiency, giz - Deutsche Gesellschaft für Internationale Zusammenarbeit

International Experience

Professional activities and election observation have taken me to Zimbabwe, Vietnam, Colombia, El Salvador, Kyrgyzstan, Northern Macedonia, Bosnia and Herzegovina and Kazakhstan.

Languages for all settings: German, Spanish, English

Locations / working online

All formats can take place in a face-to-face or online setting.

In Berlin, I offer premises for coaching in Berlin-Schöneberg or in the counselling rooms in "Praxis Wildenbruch" in Neukölln.

I am also happy to come to your offices. For longer work sessions, I am ready to travel within Germany or abroad.

How I ensure the quality of my work

Periodic own supervision, collegial counselling, continuous further professional training.

On the following pages you can find out more about my approach, areas of work, and target groups.
See also: www.alexandra-huck.de

I look forward to hearing from you!

Coaching Systemic Counselling / Supervision

My approach:

As a systemic coach/counsellor, I support teams, groups, and individuals in reflecting on their work and their interaction. I focus on the skills and resources of the persons I accompany. You are the experts in your work. I trust that you carry within you everything you need to find the right solution, while I bring in professional methods for discovering the additional perspectives and options for action. Systemic questions and visualisation are wonderful tools that can also be used in a playful and creative way. Appreciation and resource orientation are a vital part of my work to strengthen you to successfully master your tasks. I use solution-oriented methods and support you in sorting things out.

When you are working in a context characterised by high workloads and/or dealing with the effects of injustice, social disruption, or violence, then support in self-care, strengthening resilience and stress management can be a crucial part of the coaching. Facing major challenges, it is important to be aware of one's own role and to recognise and set limits. To achieve this, it is helpful to step back and bring in different perspectives.

In the coaching you specify goals and from there identify the steps to move forward. The coaching offers you the opportunity to try new ideas out and strengthen your competences and skills.

Topics and events:

- Clarification of roles, limits, mutual expectations
- Sharpening and developing your leadership profile and professional identity
- Clarification of goals, values, and methods of work
- Strengthening resilience, communication skills, resource orientation
- Setting priorities and limits in the face of stress, high workload, high demands, danger of burn-out
- Strengthening cooperation and communication within the team
- Coping with challenging / stressful situations
- Implementation of change processes
- Tensions or conflicts
- Improving the work-life balance

Target groups:

- Individuals and teams, e.g., in non-governmental organisations, public administration, private companies
- Professionals in preparation for and during a deployment abroad, e.g., as a peace expert
- Managers and experts, e.g., in social organisations, international peace workers
- Persons in situations of (professional) change
- Persons who want to change their communication patterns, resilience, stress management or their role concepts.

Facilitation

My approach:

My goal is that you and the participants can concentrate fully on the content and that you achieve the desired results at your meeting. As a facilitator, I take responsibility for the general framework, structuring, focussing and time management. To this end, I also support you in specifying the objectives of your meeting during the preparation stage. I keep an eye on the process and the goals, structure, visualise and take care of a constructive communication style. It is important to me that the process is transparent and goal-oriented, that different perspectives have their say in an appreciative atmosphere and that everyone feels included. I make sure that results are recorded at the end, and I use a variety of methods. I draw on many years of experience in networks, teams, and groups in professional and voluntary (project) work, as well as experience in Europe and Latin America, but also Africa and Asia.

Topics and events:

- Strategy meetings and planning processes
- Workshops on specific topics or project planning
- Team building, team days
- Conferences, assemblies, meetings of experts or for exchange of experiences and networking
- Dialogues to clarify controversial issues, in tense situations or in case of conflicts

Target groups:

- Non-governmental organisations, foundations, associations
- Public administration
- Companies, teams, departmental units
- Networks, groups

Systemic Organisational Consulting

My approach:

I coach leaders and teams on the way to (re)design their interactions. In my coaching, I strengthen leaders and teams to create an appreciative working climate, a culture of mutual trust and diversity. For me, communication and transparency are crucial, because they are the basis for a trusting and empowering working climate as well as for successful change management. It is an important step to recognise existing strengths and resources of your team or organisation even better and clarify your goals.

Organisations and companies are in a constant state of change: digitalisation, new work, difficulties to find qualified personnel, etc. harbour not only challenges but also opportunities. I am happy to support you in strengthening staff's satisfaction with the work and motivation, as well as to set free new potentials and innovative power.

Topics and events:

- Team coaching
- Coaching for leadership and management
- Changes in the team, new head of staff
- Adaptation to new challenges in the professional and business world
- Implementation of changes, structuring of the organisational / management process
- Change in work and communication processes, e.g., for quality management

Target groups:

- Managers in non-governmental organisations, public administration, private companies etc.
- Teams in non-governmental organisations, public administration, private companies, etc.