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### **Coach executives and boost organizational development**

Results of the systematic personnel development of new executives and the development of a common understanding of leadership in view of digitization and organisational development in the district of Hameln-Pyrmont.

### **Project Information**

For the district of Hameln-Pyrmont, the leadership of its approximately 60 executives is an essential organizational factor in order to shape strategic changes in the face of digitization. It is also to be perceived as an interesting employer in the region. Newly appointed executives have been receiving coaching since 2015 as part of a systematic one-year workforce development program, since commencing their responsibilities. Meanwhile, about ¼ of the executives (15 persons) took part in the action. In addition, the top management has initiated an annual leadership day on leadership and leadership cooperation.

Partner of the district for coaching is the consulting firm SHS CONSULT Bielefeld. Coaching sees itself in the complementary approach as supporting the individuals in their new roles as part of the district's organizational development action. Mathias Hofmann is the project manager of SHS CONSULT responsible for the conception and coordination of the coachings and coaches. (with him three coaches).

The initiator, the Hameln-Pyrmont district, in person the department head for personnel and organization, is essentially dependent on the lasting effect of the measure in the organization and as an employer brand beyond actual personnel development. The aim is to develop a corporate culture through personnel and organizational development that enables the organization to respond to the ever-increasing changes and requirements. Digitization is one of several topics. Ultimately, this measure should help to make the organization fit for the future.

Astrid Laudage, Master of Business Coaching at the Euro-FH Hamburg, was selected to evaluate the impact of coaching.

In July 2018, we expect to complete coaching sessions for approximately 20 new executives and the results from a leadership day. Results of the evaluation of the measures will of course be available. We expect a contribution to the scientific discourse which, in addition to the "perceived" project success, highlights systemic and structural factors of success for this OE / PE measure. From today's point of view, besides the consideration of individual coaching measures, above all the embedding into the organization by the human resources department and the communication about the organizational development within the leadership seem interesting for closer study.



### Description of content of contribution

Description of the initial situation – District administration Hameln-Pyrmont 2015 - and the motivation for the project.

Coaching approach and coaching concept.

Implementation from the perspective of the coaches and the district in context with the leadership day.

Scientific study on the effect of coaching new leaders. Questions, methodology, results.

### Bibliography

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### Personal Information

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