



17 July 2018

To Whom It May Concern:

Beate Quast was chosen to support my career development through performance coaching and supported me over a period of approximately 8 months. This effort helped tremendously to make a difference in a difficult stage of my career as the Head of Global PMO in a multi-national group.

Despite the intense, constructive, solution-oriented and challenging coaching sessions, I very much appreciated her warm welcome, positive attitude and encouraging support. Beate's interpersonal skills helped a lot to immediately build rapport and to establish a very high level of trust right from the beginning of the coaching period. In addition, I liked that the sessions were very interactive and that she expected preparation and follow-ups. The learning content was constantly customized depending on my current personal situation, recent developments and challenges in my day-to-day job. I hence was able to immediately apply the learning on the job and quickly become much more effective and assertive in what I was doing.

Furthermore, Beate made every effort to be easily accessible and available whenever I needed her support.

Beate enabled me to

- improve communication techniques, in particular, towards a more tailored engagement depending on individual stakeholder needs and to reframe messages in the right way
- better understand the stakeholder needs and to effectively deal with these resulting into much improved stakeholder relationships and results;
- become more visible and to achieve a better standing in the organisation
- understand different personalities and their respective motivations and to customize my behavior and techniques accordingly.

In addition, I have discovered new options and ways to continue with my career development that I would not have been able to see without Beate's support.

Overall, I consider the performance coaching programme as crucial milestone for my further career development which was very beneficial for myself, but was also perceived as a success by key people in the organisation.

I would recommend Beate's coaching services without hesitation for senior managers, organisation leaders or C-level executives.

Stefan Bloechinger

Senior Vice President, Chief Financial Officer