



Our vision

**We create space for
Growth, energy, focus and stability**



What are we doing?

We accompany you on the path to more energy, focus, stability, appreciation and trust in your life - privately, in your business life, for your leaders and for your teams. We create sustainable change.



Who are we?

- We are a team of experienced coaches, each with at least 20 years of management experience and completed training at PCC level (International Coaching Federation)
- We apply scientifically sound coaching methods and know how leadership works
- We understand the individual situation of your employees and teams as well as their organization and processes



What do we offer?

- Creating high-performance teams (team coaching)
- Further development of managers and teams (training for resilience, conflict, communication, etc.)
- Organizational and process consulting, including support for transformations for organizations undergoing change (e.g. M&A) and digitalization projects
- Individual development in the form of executive, business and personal coaching

References

Exemplary customers and projects

Management development and preparation of internal assessment centre for a comparison portal, framework agreement with us, 600 employees

Transformation support in the context of the reorganisation of a rapidly growing marketing/branding company (near-insolvency in Corona)

Management and team coaching for rapidly growing "ex-startup" with previously lone fighters in management positions to form a team

Management and team coaching for a previously family-run company (2 brothers) with the addition of 2 women to the management team

Change management support for an IT transformation project for a medium-sized financial services provider, 850 employees

Framework contract for management development and business coaching for a rapidly growing tax firm, 50 employees

Executive coaching and leadership training in various medium-sized companies

Coach Martin Rehker

Exemplary
profile

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MANUFAKTUR
Martin Rehker &
Team

Vita	<ul style="list-style-type: none">• Born 1972, graduate physicist, Dr. oec.• Father of two grown-up boys• 26 years of experience as a management consultant and manager of teams of between 30 and over 100 employees• 5 years of coaching experience
Location	Munich & Remote
Homepage	https://die-transformationsmanufaktur.de/de/martin-rehker/ https://www.linkedin.com/in/martinrehker/
Coaching languages	German, English, French
Focal points	<p>Martin focuses on the areas of leadership development/executive coaching and personal development. Typical topics include</p> <ul style="list-style-type: none">• Taking on new tasks, positions, functions or management responsibility and developing leadership skills• Self-reflection, comparison of self-image and external image as well as personality and potential development• Specific professional or private problem situations, conflict and relationship management, work-life balance• Organizational change, change management, team development
Mode of operation	<p>Martin Rehker works with a holistic view on a factual and emotional level, on the coachee, his environment, on individual objectives and the framework set by the client. His approach is grounded in neuroscience and is based on systemic coaching and transactional analysis. Martin combines this with mindfulness-focused methods and mental training.</p>
Certifications	ICF-accredited further training at PCC level completed, ICF-accredited further training for team coaching completed in 2024
Industry experience	Banks, insurers, data centers, IT companies, asset managers, law firms/medium-sized companies, conglomerates

Coach Peter Eggersdorfer

Exemplary
profile

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Vita	<ul style="list-style-type: none">Born 1970, graduate engineer in supply engineering (FH), Dipl.-Wirtschaftsingenieur (FH), father of two girls20 years of experience as a manager (unit and department head) for teams of approx. 30 employees5 years of coaching experience
Location	Munich & Remote
Homepage	https://die-transformationsmanufaktur.de/de/Peter-Eggersdorfer/
Coaching languages	German, English, Spanish
Focal points	<p>Peter Eggersdorfer's coaching focuses on leadership and employee development and personality development/personal coaching. Typical topics covered include</p> <ul style="list-style-type: none">Taking on new tasks, positions, functions and topics for further development and cooperationSelf-reflection, comparison of self-image and external image as well as personality and potential developmentSpecific professional or private problem situations, conflict and relationship management, work-life balanceOrganizational change, change management, team development
Mode of operation	<p>Peter Eggersdorfer starts by looking at the world from the coachee's perspective, which determines their actions and impact in their professional environment. A deeper understanding of the coachee for himself, his role and the particular challenges of his environment creates the conditions for successful professional and personal development.</p> <p>His approach is based on the latest neuroscientific findings and experience of integrated systemic coaching and transactional analysis, combined with mindfulness-focused methods and mental training.</p>
Certifications	ICF-accredited further training at PCC level completed, ICF-accredited further training for team coaching completed in 2024
Industry experience	Manufacturing industry, insurance, construction industry

Coach Rainer Sichert

Exemplary
profile

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Vita	<ul style="list-style-type: none"> Born 1965, Diplom Kfm., M.A. in Economics, Stanford Exec. Program, Exec. Master in Consulting and Coaching for Change (INSEAD) Over 20 years of international experience, including 10 years as a member of the Management Board, Group Management Board and 5 years on various supervisory boards 8 years of experience in coaching, organizational development and cultural change, leadership development, CxO advisor
Location	Munich, Berchtesgaden & Remote
Homepage	https://die-transformationsmanufaktur.de/de/rainer-sichert/
Coaching languages	German, English
Focal points	<p><u>In individual work</u>: challenges in day-to-day management; dealing with exceptional situations. Finding your own role as a manager; Letting go and creating value; Developing the team and the organization. // Self-care as a manager; clarifying life issues.</p> <p><u>Working with teams</u>: team development; conflict resolution</p> <p><u>Working on the organization</u>: organizational development; cultural development; change management.</p> <p><u>Leadership Development Training</u></p>
Mode of operation	<p>My style is empathetic and direct, if necessary lovingly provocative, and with a pinch of humor when appropriate. We explore the known and the unknown in partnership with brain, heart and hand.</p> <p>My own experience in your role and its challenges helps me to sense the relevant issues and ask the important questions. I accompany and support you in reflecting and getting to know yourself from other perspectives, (re)discovering and using resources, gaining the courage and confidence to leave familiar paths and try out new behaviors, clarifying life issues, building mental fitness to ensure sustainable change.</p>
Certifications	Completed ICF-accredited training at PCC level. Executive Master in Consulting and Coaching for Change (INSEAD). Ongoing training, e.g: Positive Intelligence Coaching, clarifying life issues, systemic structural constellation.
Industry experience	<p>From start-ups and medium-sized companies to global players.</p> <p>From A for law firm to Z for newspaper publisher.</p> <p>Banks, IT, automotive, retail, telecommunications, high-tech, beverage industry and many more.</p>

Coach Astrid von Soosten

Exemplary
profile

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Vita	<ul style="list-style-type: none">• Born 1961, M.A. Sinology• Mother of two sons, married for over 30 years• 28 years of experience in business development and fundraising.• Including 14 years in Silicon Valley with startup experience and leadership positions in the academic and non-profit sectors.• 5 years experience as a Somatic and Leadership Coach• Aikidoka, 4th Dan (4th degree black belt)• Author of the book: Mit Haltung zum Wandel (oekomVerlag), co-authored with Beate Haverkamp
Location	Bernau am Chiemsee, works nationwide
Homepage	https://die-transformationsmanufaktur.de/astrid-von-soosten/ https://www.week53.de
Coaching languages	German, English, French
Focal points	<p>Astrid von Soosten's coaching focuses on leadership development/executive coaching, face-to-face training/somatic coaching and personality development/personal coaching.</p> <p>Somatic Coaching and personality development/personal coaching. Typical topics covered include</p> <ul style="list-style-type: none">• Taking on new tasks, positions, functions or management responsibility and developing leadership skills. Question: How do I fulfill this role?• Self-reflection, comparison of self-image and external image as well as personality and potential development. Question: What do I see, what does my counterpart see?• Concrete professional or private problem situations, conflict and relationship management, work-life balance. Question: How do I find a solution?• Organizational change, change management, team development. Question: How does motivation arise?
Mode of operation	<p>As a holder of a fourth black belt in the Japanese martial art of Aikido, Astrid von Soosten uses the conflict resolution-oriented approach of Aikido to strengthen leadership presence. The transformative approach is not based on a purely cerebral approach, but is also promoted through physical experience. Her mantra is: attitude, action, results.</p> <p>Her approach is based on the latest epigenetic findings, according to which our state of mind not only influences our body, but our physical activities also affect our mind and our attitude.</p>
Certifications	Completed ICF-accredited further training as a Somatic Coach at PCC level.
Industry experience	High-tech, cutting-edge research, universities, non-profit sector

Coach Beate Haverkamp

Exemplary
profile

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Vita	<ul style="list-style-type: none">• Born in 1962, qualified social worker and fundraising manager• 18 years of experience as an organizational consultant• 15 years of team leadership and management experience in social institutions. between 20 and 40 employees• 18 years of coaching experience• Author of the book: Mit Haltung zum Wandel (oekomVerlag), together with Astrid von Soosten
Location	Ruhr Area & Remote
Homepage	https://die-transformationsmanufaktur.de/beate-haverkamp/ https://www.week53.de
Coaching languages	German
Focal points	<p>Coach Beate Haverkamp focuses on management development, supporting young/new managers as well as personality development and positioning within the company. Typical topics covered include</p> <ul style="list-style-type: none">• Reflection on the role within the current and possibly new tasks.• Managing, utilizing and awakening the potential of employees (personnel development)• Development as a leader• Development of communication skills and process control• Dealing with challenging situations• Self-reflection methods and personality strengthening• Specific professional or private problem situations, conflict and relationship management, stress-relaxation balance• Organizational change, change management, team development
Mode of operation	<p>Beate Haverkamp works consistently solution-oriented. Analysis is only important to lead to new perspectives. The second important aspect is the systemic view of the company and its own scope for action, which must be shaped within it. The third important aspect is the result. The aim is to get to the action level so that the findings from the coaching sessions are clearly reflected in everyday life. In the best case scenario, to make it more relaxed and easier. It's all about a conviction of self-efficiency in every situation. Beate Haverkamp is convinced that every manager can only find the solution/change steps for the current situation themselves. To this end, the sessions are a mix of input, reflection and exchange. The high level of methodological competence is based on elements of systems theory, Gestalt consulting, project management (including agile methods), transactional analysis, person-centered consulting (Carl Rogers) and the solution-oriented approach (de Shazer).</p>
Certifications	ECC Coaching Training (GwG - Gesellschaft für Personzentrierte Psychotherapie und Beratung e.V.), Gestalt Counseling (Fritz Perls Institute), Certified Online Coach (...), Fundraising Management (Fundraising Academy), .
Industry experience	Associations, law firms, craft businesses and service providers, SMEs and social enterprises.

Our working methods & principles

We strive for long-term partnerships with our clients' managers and strategic HR and leadership development teams. With our own coaches and our network, we offer personnel development from a single point of contact for you.

We see coaching as a means to healthy personal and professional development and not to "function properly".

We therefore respect and accept **decisions made by coachees and teams** regarding the focus and approach of the coaching process. We maintain **confidentiality** and do not pass on any information about the content or progress of individual coaching sessions without consent.

Food for thought and news:

<https://die-transformationsmanufaktur.de/de/unsere-blog/>

Our team:

<https://die-transformationsmanufaktur.de/de/#team>

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