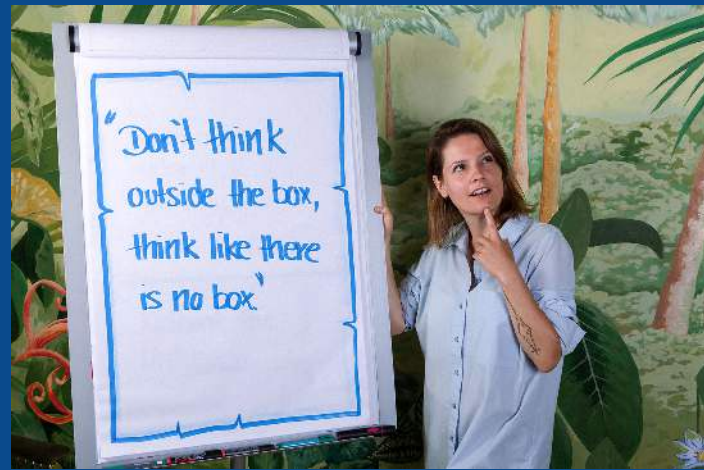# Mag. Katharina Baier, MSc

combines her communication, training and coaching background with her knowledge of body awareness.

All trainings are available in German and English as well as face-to-face or virtually; practical and full of impulses and exercises.

CONNECTEDNESS INSTEAD OF INSECURITY

PROFILE

Excerpt from the professional career

- Personnel developer for international companies in Eastern Europe, Austria and Germany

- University of Applied Sciences Lecturer for Communication

- Leadership Coach and facilitator

- Trainer for attention and body awareness

- Podcast host since 2019 "Into the Unknown"

Education

- Communication scientist (Mag.)

- Coach, organizational, and personnel development (MSc.)

- Further education in the areas of systemic coaching, body language, improvisation theatre and bodywork

RETHINK THE UNKNOWN –

RETHINK, BUT HOW?

We should be creative, have new ideas, question the status quo and constantly reinvent ourselves. Is that possible? And if so, what does it take?

- Difference between uncertainty and insecurity
- Basis for change: feeling safe
- Recognising blind spots and beliefs
- Expanding your own boundaries
- Serendipity and being open to chance
- Brain research and uncertainty
- Error culture and its benefits
- Complexity, fear and increasing one's choices
- Improvisation / curiosity
- Numerous exercises and opportunities to try out new things

COMMUNICARE – COMMUNICATION THAT CREATES CONNECTION

The aim of successful communication is to create understanding and connection and to share personal realities.

- Perception / How do I create reality
- Filter of Perception / Ladder of Interference
- Self-fulfilling prophecy
- Cooperation - from discussion to dialogue
- Social competence (intra- and interpersonal competence)
- Inner attitude / Creating space for encounter
- Communication barriers / transactional analysis
- Needs and interests (GfK) as a basis for understanding
- Cultivating feedback
- Listening to understand

LEAD THROUGH QUESTIONS

She/He who asks, leads. How does that work? Questions signal appreciation, interest, support for change processes and solutions and get the other person to take responsibility.

- The questioning attitude

- Empathy vs. problem trance

- Active Listening and Emotional Contingency

- Types of questions and their use

- Giving answers vs. asking questions

- From problem to solution

- Questioning tactics - steering the conversation through questions

- Support personal responsibility through delegation

- Leading through a target state

THE (OWN) BODY SPEAKS VOLUMES

Discovery space to learn about individual body language and how to use it authentically to communicate even more successfully.

- Sharpening perception (for oneself and others)
- Proximity & distance
- Breathing & presence
- Deciphering gestures
- Inner posture -> outer posture
- Pressure & effect
- Comfort vs. discomfort
- Emotions & their effect
- Nervous system (sympathetic/parasympathetic)
- Body language in a virtual set up

LEADING WITH EMOTIONAL INTELLIGENCE

Emotional intelligence is crucial for a person's personal and professional success. The aim is to strengthen the handling of one's own and others' emotions and to learn how to act more empathically and emotionally intelligently in everyday life.

- Emotions
- Needs & interests
- Self-control strategies
- Nervous system (sympathetic/parasympathetic)
- Resilience and mindfulness
- Reality construction
- Self-perception and perception of others
- Mirror neurons

CONFLICT SKILLS

The Chinese meaning of the word conflict "Weiji" means danger/risk and opportunity at the same time. This workshop invites you to reflect on your own ability to deal with conflict, to experience both dimensions of conflict (risk and opportunity) and offers you methods to remain able to act in conflict situations.

- Opportunities of conflicts
- Reality construction
- Communication barriers & triggers
- Non-violent communication (needs and interests)
- Delivering difficult news
- Levels of conflict
- Reflecting on one's own conflict behaviour
- Methods of de-escalation
- Cooperation/consensus
- Feedback

POSSIBLE CONTENT/ CONTRIBUTIONS FOR LEADERSHIP DEVELOPMENT PROGRAMS

Within leadership development programmes I like to contribute with the following topics:

- Solution-focused communication
- Trust
- Conflict skills
- Emotional intelligence
- Team development
- Resilience / body awareness
- Body language in virtual space
- Individual coaching