

MY COACHING PHILOSOPHY



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What does my Coaching Practice offer you?

My coaching engagements are tailor-made to your specific needs and circumstances. This means tools and approaches used in any given coaching session depend on you, the client, your unique circumstance, need and setting. I believe in practicing a client centered approach to coaching. You are unique. Hence, I do not offer a one-size-fits-all approach or tool.

You consider yourself to be a lifelong learner. You are the expert in your own life and you learn about the things you are interested in. You learn what you deem valuable towards the goals you intends to accomplish. You are actively engaged in your own development in order to accomplish results through your actions.

You are resourceful. You have gifts, abilities and other resources. You are the expert on your life. As the coach I will be non-directive and responsible for the process, while you own and direct the content of the coaching change process. This means, I focus mostly on helping you realize where you are, think about where you want to be and ask open questions to elicit how you intend to make necessary adjustments to accomplish the goals you set for yourself. I will help you set smart goals, analyze current circumstances and hindrances to successfully reach targets.

As business consultant, entrepreneur and leader in various ventures myself, I have discovered the value of asking open questions and empowering co-workers, staff and superiors by giving them the opportunity to own decisions and helping them see things from different angles. My clients can testify that I ask open questions, actively listen to them and provide feedback and reflections on what I observe throughout the coaching conversation. But I do not direct them in their actions, rather I want my clients to own their actions and realize that they have the resources - gifts, knowledge, relationships and wisdom - to solve issues they are dealing with.

As a client you display a willingness to pursue change and openness for self-reflexion. Heightened awareness births desire for change. Together, we deem the coaching process a success, if your shift in perspective and understanding leads towards action.





Where my coaching philosophy or personality does not gel well with a client, I refer them to colleagues. I am not a counselor. Should a professional counselor be in need, I will refer these clients to better suited professionals.

As a follower of Jesus, the path to spiritual and personal growth is the realization that we are created in the image of God, are richly blessed with gifts and talents and are called to use them to their full extent. This realization and practice leads to feeling fully alive. In my experience, assisting people in discovering their own innate ability to overcome hurdles, realize their God-given potential and seize opportunities in front of them leads to freedom, growth and an explosion in possibility. As a coach I am passionate about opening this world of opportunity to you.

Here are 10 things from my life and ministry experience that I bring to coaching that makes me an asset to you:

1. **Without Roots:** I grew up as a third culture kid (TCK)/missionary kid in West Africa, mother Dutch, father German. English is the 4th language I learned (although now I only remember the bad words of the tribal African language I once spoke). I know what it means to be without roots.
2. **Constant Change:** I am familiar with constant change. I have lived on 3 continents, in 6 countries, 20+ houses, worked many jobs from bartender, to paper boy to logistics person for TeenStreet Europe to what I do today. Put me in a village anywhere in the world and I will enjoy myself. Put me in a megacity and I will enjoy myself just as much.
3. **Limited Resources:** Growing up, my parents depended on the generosity of others, as do the ministries we are involved in. Like the Apostle Paul wrote, I can make do with a little or live in abundance. I don't mind spending the big bucks, but am also content with the little we usually have.
4. **Family:** I am a father of 4, married since 2004 and understand what it means to raise a family in not the simplest of circumstances with little support networks, on a budget, in a poor nation (where there isn't a rooster of child friendly activities to choose from every weekend).
5. **Management:** I lead a team of 30+ adults and oversaw an organization with annual turn over of 500k\$ - including knowledge of all the boring details that come with it, like accounting, challenging issues with people etc. - Working with volunteers is a specialty field that requires unique management skills.

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6. **Organizational Development:** We saw our businesses grow as people and resources were added and many doors opened up. Over a decade ago it was my pregnant wife and I. Today a bustling team with structures and departments is in place, with potential for lots more.
 7. **Entrepreneur:** I have founded/co-founded 5 businesses, lead and managed 3 of them, handed day-to-day business over etc. - some have (or will become) financially profitable and some have or will fail (but possibly continue as social projects). This includes fund raising, business planning, hiring, product development, marketing etc. - the whole gamut. I studied business so am also somewhat qualified and understand issues relating to business management on a theoretical level.
 8. **Leadership** ("the art of motivating a group of people to act towards achieving a common goal.") is something I am still gaining experience in, with my former responsibilities and working closely with a regional initiative, and on various boards and committees.
 9. **Cross Cultural Communications:** I have a fairly good grasp of the issue (as far as one can) and have extensive experience with cross cultural teams. I like to say we have had people from all continents on our teams except Antarctica: no penguins yet. In my adult life I have worked with people from all over the world. Growing up, I already developed a sensibility for this subject, living overseas with parents from different countries.
 10. **I know my limitations.** Maybe the most important one on this list. It all sounds really great and amazing when I list it like this. It is also all true. But I also know that there are many things I do not understand and that my understanding on any given subject is limited. I do not suggest or believe that I know it all, or know it best, and am open to learn. This is a valuable thing for my clients as I can lean back and let them discover their own learning, being aware and humble enough to believe that I too can learn with and from them.

