

# Kunden-Feedback

## T-Systems Executive Coaching



T-Systems unterstützt ihr europaweites Senior Management mit hochkarätigem Executive Coaching. Ausgewählte Teilnehmer haben die einmalige Möglichkeit, ihr Führungsverhalten auf der Basis von T-Systems internen und externen, vom SGMI Management Institut St. Gallen eingebrachten, Tools zu reflektieren.

Das SGMI Executive Coaching bietet grösstmögliche Effektivität und Intensität für die persönliche Weiterentwicklung von Top-Führungskräften. Das Programm ist optimal auf individuelle Entwicklungsziele sowie firmen- und landeskulturelle Gegebenheiten abgestimmt und garantiert dadurch maximalen Nutzen.

Die Auftraggeber von T-Systems bewerten die Zusammenarbeit mit SGMI folgendermassen:

### **SGMI: What are your expectations towards executive coaching?**

T-Systems: To learn more about myself, my leadership and management style, my preferences in behavior and in decision making, and how to make the most for my organization (TSSK), my management team and myself by knowing it.

### **What was your motivation for taking part in a SGMI executive coaching?**

I have not participated at executive coaching yet, and therefore I was curious to see how it can help me after my more than 35 years of practice and more than 28 years in management and leadership. In the current position I am encountering some challenges (fast growth of the company, overload, not having enough time for strategy and people, very fast changing environment, etc.) and I wanted to know methods to address these challenges.

### **What is essential for the success of executive coaching?**

Experience and knowledge of coach and methods and tools used by coach. Willingness of the coachee to accept coaching, his openness, trust.

### **What is the biggest added value that the executive coaching generated for T-Systems Slovakia?**

I will be able to use the knowledge about my MBTI profile for much more effective management and leadership of myself and the whole management and leadership team of TSSK. I will implement a new leadership style in our company (from directive towards delegation/coaching) and to bring TSSK culture close to the TS

culture, i. e. to replace fast growth period with stabilization/integration to be an integral part of a global TS, and to adjust/change current TSSK Leadership style to new strategic goal 2012 (MD – from Focus on Operation to Focus on Strategy and Coaching, and Mgmt – from Operation to Leading & Coaching). Management team takes over overall responsibility for the operational issues (delegation). To bring TSSK people to the maximum level of maturity and to prepare them for the global ICTO marketplace within relatively short time (3 years).

### **And for yourself?**

I will be able to use the knowledge about my MBTI profile (ENTP) for much more effective management and leadership of myself and the whole management and leadership team of our company. I will be able to recognize profiles of my reportees, to understand them better and to deal with them in a more effective way.

### **What would you consider as unique at the SGMI executive coaching?**

I cannot compare with other institutions but I appreciate very much the excellent preparation of the coach, very open and fruitful discussion and explaining of how I can use my MBTI profile in my position in the most efficient way and via this to lead my company (and myself) better.



**Jozef Ondáš**  
T-Systems Slovakia s. r. o.  
Managing Director



**Franz Grohs**  
Senior Executive Vice President  
T-Systems International  
IT-Operations Central & Eastern Europe,  
Asia-Pacific

«Neben dem exzellenten und kompakten Seminarprogramm konnten wir die hohe interkulturelle Coaching-Kompetenz bei Individual-Coachings auf Basis einer ausgeklügelten Experten-Datenbank als neue Erfahrung in Anspruch nehmen. Das Ergebnis spricht für sich, wir werden diesen Zweig von SGMI gerne wieder nutzen.»