



**GASCHE**  
EXCELLENT LEADERSHIP

## Main topics

- **Leadership**

Clear and functioning leadership tools, leadership competence, employee leadership, team leadership, leadership ambition, self-leadership

- **Communication**

Effective relationship building, successful communication, effective presence

- **Business and strategy development**

Entrepreneurial and personal processes, political dimensions, successful change processes

- **Conflictmanagement**

Quick and safe crisis management

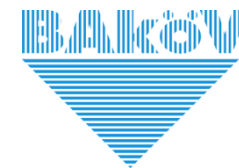
- **Challenging work situations**

Stress and performance management, prioritization & decision-making reliability

- **Personality**

Authenticity & sovereignty, orientation & positioning, performance enhancement, optimal performance development, consistent goal achievement, awareness & integrity, confident self- and relationship management, life balance





## Work experience | leadership experience

- 42 years of leadership experience
- Ex-terrorism investigator and profiler in BKA (23 years of leadership and operational experience as executive officer and terrorism investigator in Federal Police (Federal Chancellery), BKA and BMI, among others: Long-term management of the training of terrorism investigators in the Railway Police & Federal Border Guard).
- since 2001 Entrepreneur, business coach, executive coach, consultant, seminar leader, technical author and keynote speaker
- Member of the board of IOBC e. V. | 1st Vice President
- Officer in the DBVC (German Federal Coaching Association) and in the IOBC (International Organization for Business Coaching)
- Senior Coach in DBVC and IOBC
- Institutional coach provider and further education provider (DBVC and IOBC)
- Leader of the training for certified coach (teaching coach) in cooperation with DBVC, IOBC
- Certified Educational Provider for Business Coaching
- Lecturer at the universities: Deggendorf, Fresenius, Wilhelmshaven/Oldenburg/Elsfleth, Hanover
- since 2013 Speaker & Expert in the German Speaker Encyclopedia, Professional Member GSA and GSF
- since 2010 accredited coach/facilitator/speaker/seminar leader for the Federal Academy of Public Administration at the Federal Ministry of the Interior/BMI
- 2008-2011 management of a coach agency, parallel to own companies
- 2008-2011 Lecturer at coach trainings & professional coach trainings, 2015-2021 Teaching coach for an international training provider
- Founder of several successful companies
- Expert for leadership, self-leadership, optimal utilization of potential, personality and consistent goal achievement
- Diverse and long-standing experience as executive coach, top speaker, seminar leader, management consultant and specialist author
- Sense for delicate business and personal situations, optimal utilization of potential, profile sharpening and sustainable personality development
- Pinpoint analyses

## Work experience | leadership experience



## Training | Qualifications | Further Education | Accreditations

- Diplom-Verwaltungswirt (administrative sciences, FB BKA, criminalistics, criminology, psychology)
- Training as helicopter pilot
- Former chief criminal inspector at the Federal Criminal Police Office (23 years of leadership and operational experience as an executive officer and terrorism investigator with the Federal Police, BKA and BMI)
- Training as instructor at BW/Federal Police and BKA
- Offender profiling (terrorist and violent criminals)
- Lie detection (body language, facial expressions, voice, logic & cognition), BKA and Paul Ekman
- Situational communication strategies
- Early recognition of dangerous situations: Signs of individual decompensation and unfolding of the potential for violence.
- Coping with pressure situations under threat to life
- Further training programs in business enterprises
- 2003, Training as a business coach, Ch. Rauen GmbH - DBVC, Osnabrück, Germany
- 2006, Training as a professional coach, Ch. Rauen GmbH - DBVC, Osnabrück, Germany
- 2011, Short-term coaching, Dr. Peter Szabó, Vienna, Austria
- 2004-05, Training in leading groups based on theme-centered interaction (TCI)
- 2004, Training Sem. hypnotherapy according to Milton Erickson, Heidelberg
- Psychodrama (advanced training since 2003)
- Correspondence therapist at Oberbergische Kliniken (since 2004)
- Conflict & crisis management (e.g. Crew Resource Management, 2014)

## Training | Qualifications | Further education | Accreditations

- Organizational Culture Expert (Expert for organizational development, cultural change and transformation) seit 2023
- Certification as a 9 Levels of Value Systems® consultant since 2022
- Introvisions-Coaching since 2023
- Burnout prophylaxis (own method since 2005, in cooperation with psychosomatic clinics)
- Self- and time management
- Conversational psychotherapy (in cooperation with the Oberberg clinics)
- Relaxation techniques (autogenic training, progressive relaxation, alpha relaxation, meditation, breathing techniques, various advanced training courses)
- Moderation of strategy/management meetings (Prof. Dr. Burkhardt Bensmann, Berlin, 2009)
- Organizational and project management (BMI, BKA and economy)
- Media and presence training, impact, stage performance, dramaturgy
- Moderation & presentation, speaker training
- Marketing, positioning & acquisition strategies (own book publication)
- MBA in one day, Jörg Löhr
- Speaker Mentoring, Hermann Scherer (2012-2014)
- Marketing and market secrets (Gerd Kulhavy, Speakers Excellence, Munich, 2013)
- Social Media (Dr. Torsten Schwarz, Frankfurt, 2013)
- Trends & Secrets of the Top Authors (Ursula Rosengart (GABAL Verlag), Dr. Olaf Meier(Campus Verlag), Jürgen Dissl (Econ Verlag) Michael Wurster (Redline Verlag), Frankfurt, 2013)
- Media training and presence (Bernhard Jungwirth, Mhoch4 television agency, Hamburg, 2013)



## Training | Qualifications | Further Education | Accreditations

- PR & creative ideas (Hans-Jochen Fröhlich, PR agency, Nuremberg, 2013)
- Optimization of stage performance and dramaturgy (Andreas Bornhäußer, Frankfurt, 2014)
- Book market, bestseller lists and book marketing (Ursula Rosengart GFin Gabal-Verlag, Offenbach, 2014)
- Acting & directing for speakers and experts for the stage (Frank Betzelt, Berlin 2014)
- Online marketing channels, SEO and Google (Felix Beilharz, Nuremberg, 2014)
- Philosophy for high performers: what really counts in life! (Prof. Dr. mult. Nikolaus Knoepffler, Munich, 2014)
- Emotionalization (Prof. Bernhard Paul, Founder Roncalli Circus & Vince Ebert Frankfurt, 2014)
- Market presence & positioning (Munich, 2014)
- Continuing education for top authors, book market, bestseller lists and book marketing
- Brand makers & decision makers (Dr. Florian Langenscheidt, Oliver Stoldt, Frankfurt, 2014)
- Regular supervision, intervision and collegial case consultation
- International workshops & congresses e.g. "Meditation & Science", consciousness research, speaker trainings



## Qualifications | Accreditations

- **Senior Coach** in the German Federal Coaching Association (DBVC )
- **Senior Coach & Delegate** in the International Organization for Business Coaching (IOBC)
- **Member of the board of IOBC** e. V. | 1st Vice President
- **Certified Institutional Professional Continuing Education Provider** to train certified business coaches nationally in DBVC and internationally in IOBC, Certified **Institutional Professional Coaches Provider**: DBVC, IOBC
- **Accredited Coach for the Federal Government** and all Federal Ministries (Federal Academy of Public Administration in the Federal Ministry of the Interior/BMI) since 2010
- Top 100 - Excellent Speakers 2017-2020 Category **Management & Leadership**
- Member as speaker and expert in the German Speaker Lexicon 2013-2020 Germany, Austria, Switzerland
- **Top 5 - Executive Coach**, Germany - Manager Magazin (ranking as of 04/20/2018)
- Top 100 - Trainers Excellence 2015-2018, Category: **Management & Leadership**
- Continuing Education Expert 2014-2020 managerSeminare Verlags GmbH
- International German Training Award 2014 - Bronze, Category: **Leadership, Team & Management**
- Professional Member of the German Speakers Association (GSA), Professional Member of the Global Speakers Federation (GSF)



## Business-Coaching | Executive-Coaching

Ralf Gasche is a **senior coach in DBVC and IOBC, a certified Institutional Coaches Provider and Coaching Training Provider** both nationally for DBVC and internationally for IOBC. The IOBC (The International Organization for Business Coaching e.V.) is the only international umbrella organization for professional coaching with an exclusive focus on business coaching and leadership. Ralf Gasche works in all hierarchical levels in the focus region: D-A-CH.

### Topic selection:

Leadership, leadership competence, leadership of employees, self-leadership, optimal exploitation of potential, personality development, positioning, self-management, self-marketing, team leadership, team integration, decision-making, consistent achievement of goals, change processes, business and strategy development, building new company structures, controlling management processes, project management, communication, conflict management, broad-based expansion of competencies, stability in stressful times, consistent assumption of responsibility, exact prioritization and decision-making reliability, awareness, values & integrity, authenticity and sovereignty, secure self- and relationship management, life balance, burnout prophylaxis, team leadership and team integration, presentation and performance training, effective presence, performance enhancement, sustainable performance optimization, successful stress management, presentation and performance training, dealing with power and business politics.



## Coaching-Methods | Personal Style

### What do I understand by Coaching?

Coaching is a temporary consulting process focusing on professional topics. The client develops his or her own strategies for finding solutions and achieving goals; in addition, the coach imparts experience and expert knowledge on a selective basis. Coaching requires a high level of commitment, i.e. motivation, willingness to develop and activity on the part of the client. A coaching process is goal-oriented, transparent, comprehensible and follows a concept.

### Main focus:

- Executive-Coaching
- Leadership-Coaching
- Competence-Coaching
- Individual Coaching
- Team Coaching
- Leadership development

### Methods:

Strengths analysis, feedback discussions, system visualization, confrontations & provocation, analysis, sparring, success reflection, career analysis

### Self-Conception

- If you want to lead, you have to be able to lead yourself.
- If you want what you have never had, do what you have never done.



## Coaching-Methods | Personal Style

### Mode of Operation

My way of working is determined by my infectious unshakably optimistic style and my gift for motivation. My deep conviction that human beings live in systemic contexts and interdependencies, but that they possess almost inexhaustible life-shaping possibilities that often lurk unused within them, lead to my individual and consistently resource- and goal-oriented approach. Since the personal goals and development possibilities of the client are always in the foreground for me, I focus in my work primarily on potential release, motivation & fun, change of perspective, differentiation of personal perception, courageous lateral thinking and Encouragement. Those who have experienced me in my highly appreciative style will especially remember my stylistic devices of confrontation - provocation - irritation, reflection on success, as well as the development of sovereignty and composure. My coaching style is based on appreciative interaction with the client. My varied methods include conversation as well as experiential and action-oriented methods. My clients can expect in particular: commitment and empathy, professionalism, clarity, competence, goal orientation and authenticity, flexible and exclusive design, individual planning, loyalty and absolute discretion.

### Target-groups

- Top Management
- Executives, board members, managing directors
- Senior and middle management
- Executives
- Management teams
- high potentials



## Coaching-Methods | Personal Style

### Procedure (excerpt)

Integrative approach, systemic-constructivist and humanistic, cross-school with resources and goal-oriented individual conception, goal-oriented, transparent, comprehensible. The coaching style is based on an appreciative interaction with the client. My methods include conversation and experiential and action-oriented procedures. My personal choice of methods depends strongly on the personality of the client, the defined goals and the given time for the coaching process. The basic structure of my approach is the C-O-A-C-H model: COME TOGETHER: contact phase, getting to know each other; ORIENTATION: content orientation of the consulting relationship and the approach, topic and goal definition; ANALYSIS: investigation of the client's concerns and environment; CHANGE: change phase, process and expert consulting, development of new/alternative possibilities for action; HARBOUR: goal achievement and conclusion, development of an action plan, implementation agreement, transfer assurance, evaluation.

### What is my philosophy in coaching?

I have a positive, optimistic, holistic and universal view of the world and experience people as self-determined and responsible beings on a wide variety of levels. My approach is systemic-constructivist as well as performance-oriented and focuses on the development of abilities and talents. The detection and release of limiting beliefs and potential-inhibiting blockages can also be part of personal development and is positively integrated into the coaching process.



## Coaching-Methods | Personal Style

### **What are my key strengths in coaching?**

Topics: Leadership, leadership competence, self-leadership, optimal utilization of potential, personality development, goal definition and achievement, networked and flexible thinking, decision-making, change processes, strategy development, controlling management processes, communication, conflict management, team leadership and team integration, presentation and performance training, self-marketing, sustainable performance optimization, successful stress management, dealing with power and business politics,

Own skills: clarity, self-leadership, empathy, building trust, high analytical competence, consistent goal orientation, reliability, consistency, professionalism  
Sense for delicate business and personal situations, optimal exploitation of potential, profile sharpening. and sustainable personality development, pinpoint analyses

### **How do I secure the results of the coaching?**

Transfer assurance: tasks and personal development steps between session dates with sustainable review. Intermediate meetings in a constellation of three with the coachee's manager. Final meeting. Optional follow-up meeting (transfer check) after about six to nine months.

Evaluation: feedback forms, participant survey, reflection on the coaching process.

Self-reflection: supervision, intervision, collegial case consultation.

Continuing education: national & international workshops, congresses, trainings.

Own scientific work in the context of authoring; cooperation with universities (lectureships) and companies.

### **Which coaching assignments do I not accept?**

Relationship of trust / personal fit with the coachee cannot be established.

If expectations are placed on me that have illegal and/or ethically reprehensible intentions.








Zu unseren Kunden zählen viele DAX- und börsennotierte Unternehmen, Weltmarkt- und Branchenführer.

Kleine und mittlere Unternehmen gehören ebenso zu unseren Kunden. Wir begleiten die Unternehmen oft über Jahre und Generationen hinweg. Um Diskretion und die Vertraulichkeit zu wahren, verzichten wir an dieser Stelle auf deren Firmen-Logos.

Weitere Referenzen finden Sie unter [gasche.com/referenzen](https://gasche.com/referenzen)



## References federal authorities, public service, research & education (excerpt)

Among others, active for: Bau- und Liegenschaftsbetrieb NRW, Bundesagentur für Arbeit, Bundesagentur für Arbeit Braunschweig, Bundesagentur für Arbeit Bremen, Bundesagentur für Arbeit Hannover, Bundesrepublik Deutschland - Finanzagentur GmbH, Deutscher Bundestag, Deutscher Wetterdienst, Forschungszentrum Jülich, Fraunhofer Gesellschaft, Deggendorf University of Applied Sciences, Fresenius University of Applied Sciences Cologne, Ulm University of Applied Sciences, Informatikzentrum der Landesverwaltung Baden Württemberg, Jade Hochschule Wilhelmshaven/Oldenburg/Elsfleth, Kassenärztliche Vereinigung Schleswig-Holstein, Kreis Lippe, Kreis Weseler Abfallgesellschaft mbH & Co. KG, Landessportbund Nordrhein-Westfalen e.V., Landkreis Emsland, Landschaftsverband Westfalen-Lippe, Missio - Internationales Katholisches Missionswerk e.V., MVZ Uniklinik Köln, Projektträger DESY (Deutsches Elektronen- Synchrotron), Stadt Frechen, Stadt Köln, Stadt Mannheim, Stadt Osnabrück, Stadtverwaltung Mannheim, Stadtverwaltung Mühlheim a. d. Ruhr, Stadtwerke Münster, Stadtwerke Osnabrück, Stadtwerke Wuppertal, Universität Frankfurt, Universität Münster, Universität Osnabrück, Universitätsklinikum Düsseldorf, Universitätsklinikum Münster, Zentraler Kommunalen Entsorgungsbetrieb Saarbrücken, Wirtschaftsförderung Landkreis Emsland

Ralf Gasche is an **accredited coach** for the Federal Academy of Public Administration at the Federal Ministry of the Interior/BMI.

A. o., active for:

- Federal Office for Family and Civil Society Tasks (BafZA)
- Federal Criminal Police Office (BKA)
- Federal Ministry of Education and Research (BMBF)
- Federal Ministry of Food, Agriculture and Consumer Protection (BMELV)
- Federal Ministry for Economic Cooperation and Development (BMZ)
- Federal Language Office (BSprA)
- Federal Central Tax Office (BZSt)
- Federal Ministry for Economic Cooperation and Development (BMZ)
- Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ)



## Publications (excerpt)

- Gasche, R. (2022): Chefsache Coaching. Dimensionen eines wirksamen Business-Tools. Springer Gabler
- Gasche, R. (2018): SO GEHT FÜHRUNG! 7 Gesetze, die Sie im Führungsalltag wirklich weiterbringen. 2. Auflage, Springer Gabler
- Gasche, R. (2018): Purpose. In: Buchenau, Peter H. (Hrsg.): Chefsache Erfolg - 9 Erfolgsfaktoren für Chefs von morgen. Springer Gabler.
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- GLAS OF SUCCESS | Coaching Magazin, 01/2023
- FUNDAMENTE | Coaching Magazin, 04/2022
- Kann Coaching als Führungsinstrument fungieren? | Coaching Magazin online, 07. September 2022
- Coach dich selbst | STARTING UP online, Mai 2022
- Life Schedule. Coaching-Magazin – Februar 2022
- Neujahrsvorsätze einhalten: 5 Tipps vom Profi, mit denen es gelingt! COSMOPOLITAN – 14. Januar 2022
- Müssen Chefs auch coachen können? HRM online – 10. Januar 2022
- 52 Challenges! Coaching Magazin – September 2021.
- Life-Picture. Coaching-Magazin – Februar 2021
- Bulletproof – stark und smart durch stürmische Zeiten.  
Top Magazin, Ausgabe 2 / 26. Jahrgang, Sommer 2020
- Der Magische Spiegel. Coaching-Magazin – Januar 2020
- High Performance Leadership Teil 2: Was macht Unternehmer und Führungskräfte wirklich erfolgreich?  
Die entscheidenden Faktoren jenseits aller Business-Pläne.  
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- High Performance Leadership: Was macht Unternehmer und Führungskräfte wirklich erfolgreich?  
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- Was Coaching von Terrorfahndung und Kriminalarbeit lernen kann. Coaching-Magazin - September 2018
- So geht Führung. Innovative Verwaltung - Mai 2018
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- Visual Profiling. Coaching Magazin Ausgabe 1/2018 - Februar 2018










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- Durch Seminare zum echten Leader? Springerprofessional.de - Dezember 2016
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- Der Tyrann hat ausgedient. Springerprofessional.de - März 2016
- Ich bin der Beste: Diese elf Fehler machen Chefs am häufigsten. Focus Online - September 2014
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- Weiter mit Coaching. RP Online - Oktober 2009
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- Die Optimierer. Spiegel Wissen - Januar 2009
- Neue Wege gehen. GELDidee - April 2007

» **Leadership is always a topical issue, Ralf Gasche is the ideal man to convey this.** « **Wirtschaft Regional**

» **Ralf Gasche – Leadership expert.** « **Focus Online**



## Ansprechpartner/Office

				
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A man in a dark suit and white shirt stands in a vast, arid desert landscape. Behind him is a large, rounded rock formation with a sharp, jagged peak. The ground is sandy with sparse, low-lying desert vegetation. The sky is a deep blue with scattered white clouds. The man is wearing sunglasses and has his hands in his pockets.

**»Kaum etwas ist so erfüllend, wie das Erreichen  
eines Ziels aus eigenem Antrieb.«** Ralf Gasche