

PROFILE

MARION EPPINGER



SERVICE PORTFOLIO

- Training
- Keynotes
- Career advice
- Mentoring
- Outplacement
- Onboarding

PROGRESS REQUIRES THE COURAGE TO TAKE ACTION

It often appears easier to stick to old habits and never leave our comfort zone. We distract ourselves with various tasks and lose focus. We prefer to remain where we are – “because everything is fine” – but constantly face prejudices of being inflexible and not open to trying out new ideas. Do you really want to accept that? There must be someone out there who can help me. Does this sound familiar?

My work with people and companies aims to instil the courage needed to sustainably work towards your long-term goals.

My holistic concept creates clarity about what is really important and avoids a negative mindset from the word ‘Go’.

My concept is based on four elements:

- Reflection & Effect
- Language & Mindset
- Structure & Dynamism
- Design & Implementation

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What does this mean in detail?

REFLECTION & EFFECT

Reflection is the key to better understanding ourselves and others as well as the impact of our actions. Wouldn't that be great and also extremely helpful?

This can be achieved both individually and in a team context with the aid of Insights MDI® potential analyses. Preferences and potential are identified and visualised. This clarity helps to increase productivity and at the same time improve collaboration.

LANGUAGE & MINDSET

Our language and thoughts are the keys to progress. They determine the impression we make on others every day. Communication has an enormous influence on collaboration and how fast and effectively goals are reached and tasks accomplished. My focus is on unbiased communication – because drama is always a feature of everyday life. We will jointly develop communication tools and clarify when these can be deployed.

STRUCTURE & DYNAMISM

Healthy and value-adding change happens when the structures and dynamics within organisations, teams and people are clearly understood. The goal is to understand your own role and the underlying status dynamics within a group, and therefore to better manage organisations and teams. Efficient teamwork only works when structures are defined. This is the way to releasing and channelling energy. Once understood, this is the secret to a better communication and meeting culture – which can be employed everywhere. The influence of this subconscious level is beyond imagination. The concept of constellations highlights this dynamism so that it can be leveraged. Once the conscious mind has understood the relevant structures, the work on the dynamism of people, teams and organisations can begin. Only once these three steps have been completed can progress really be achieved – since what really matters is now in focus.

DESIGN & IMPLEMENTATION

Everyone can, may and should design and implement change. Jointly developing and implementing strategies is fun because the focus is on what matters. The basis for a new approach to the world of work has been established. The new mindset can now be consciously and objectively employed and a new understanding of structure and dynamics has been created.

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WHERE CAN THIS CONCEPT BE DEPLOYED?

- Organisation & strategy development
- Developing leaders
- Employee motivation
- Generation management
- Remote leadership
- Team building
- Conflict management
- Change Management
- The new world of work

WHY IS THIS IMPORTANT?

- Boosting employees' satisfaction levels
- More commitment to tasks and projects
- Focusing on what matters
- Fast and efficient change implementation
- Your company's commercial success
- ...and so things continue going well.

ABOUT ME

- 15 years of international and national experience in human resource management
- Several years of leadership experience in SMEs and international groups (publishing, medical technology, pharma and fintech)
- Business consultant for HR management and strategic corporate leadership
- Qualified coach and trainer
- Accredited for Insights MDI® potential analyses
- International degree in HR Management (University of Huddersfield, UK)
- The enjoyment of working with people
- No end of passion and enthusiasm for the New World of Work and the opportunities this offers related to corporate leadership and organisational development
- Focussed and goal-oriented with a strong 'can-do' mindset

CONTACT DETAILS

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