

# PROFILE

## ELMAR FLECK



### SERVICE PORTFOLIO

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

### KEYNOTES

Keynotes are short speeches on defined issues which are currently important to a company. The target group, context and issue are defined by the company as a springboard to positive change within.

### CAREER ADVICE

Accompanying your high potentials on their individual career paths within your company. This entails

aligning the skills and preferences of people with corporate objectives. Professional external support allows obstacles to be identified in advance and overcome while at the same time developing and bolstering talent as the key to making contributions at work more effective.

### MENTORING

Mentoring is a sustainable means of acquiring experience by means of structured knowledge transfers. It is a combination of leadership, support and practical inputs for the sustainable transition to new levels of development. The client also benefits from the experience and knowledge of the career advisor and therefore receives a wide range of action-based alternatives.

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### OUTPLACEMENT

In a challenging business environment, it is sometimes essential that companies also eliminate certain positions in order to safeguard their long-term future commercial success. In such contexts, it can be extremely helpful to offer the employees affected professional, external support. Outplacement enables people to actively reposition themselves on the job market.

### ONBOARDING

These days, companies are investing heavily in attracting the best talents. It is in the interests of both the company and new recruits that the potential available is identified and exploited as soon as possible. A well-structured onboarding process helps to identify in advance any possible obstacles as well as to bolster talent and resources so that the new hire can hit the ground running and planned action taken. This cuts the time it takes for the new hire to achieve their full potential.

### TRAINING

Depending on the current situation, it sometimes makes sense in the case of groups to offer training which creates a basis of understanding on common issues. The decisive factor here is a tailor-made training concept which reflects the specific requirements of the company and the participants. A further success factor is the sustainable implementation of learnings during day-to-day work. This also allows the client to benefit from the experience and knowledge of the career advisor and to identify a wide range of action-based alternatives.

### CONTACT DETAILS

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### ABOUT ME

### MY APPROACH

A professional clarification of the goal forms the basis of successful collaboration in addition to mutual respect and trust. Once a common goal has been defined, work begins to design a concept tailored to your specific needs to ensure that this goal is actually reached. This relies on a range of different tools from the worlds of coaching, mentoring, training and consulting.

The values and principles underpinning my approach:

- A goal and solution-oriented mindset
- Win-win scenarios for people and companies
- Respect for each other
- Honesty and openness
- The enjoyment of working with people
- Guaranteed confidentiality

### TRACK RECORD

27 years of professional experience

- 15 years of management experience
- The founding and leadership of a successful IT company
- 8 years as HR Director of a Top-10 pharmaceutical company
- Several years of experience as an HR consultant and headhunter for specialist and leadership positions
- A broad range of industry experience
- Several years as an in-house and external coach and trainer with a focus on personnel development and leadership skills
- Certified business coach with various training courses
- Degree in European Business and Corporate Leadership