



# New for Everyone: Employee Coaching

Free of  
charge

Are you struggling with a personal or work-related challenge? Do you feel you are somehow stuck and unable to move forward? Vebego understands that at some point each of us may need help. That's why we have introduced some free coaching and advisory services aimed at supporting you in difficult times. Take advantage of this opportunity to discover new perspectives and develop new approaches that can really help to solve your problems.

## What is coaching?

Sometime we feel stuck – in our job or in our personal life. We find ourselves wondering how to carry on. This is where coaching can prove helpful.



In a coaching session, you talk to a qualified person who will help you to gain clarity. It isn't a matter of being told what you should do, but of you and the coach working together to identify your best way forward.

Coaching is about being given space to talk about what's on your mind – in peace and absolute confidentiality. Often this kind of conversation helps to spark new ideas and take us a step forward.

Whether you are suffering from stress, faced with an important decision or simply feel you need to sort yourself out, our offer of coaching is free of charge and available to everyone working for Vebego. And that includes you.

## Our coaches Annette and Ingo



Annette Sund, People & Culture  
Projects:

- Annette Sund started out in Corporate Communications over 30 years ago and has now been working as a personnel officer, coach and consultant for over 10 years
- She is also a qualified systemic coach (INeKO)
- Her motto: "The solution doesn't care how the problem came to be." (Steve de Shazer)

Ingo Kowalczyk, Personnel  
Development Officer:

- Ingo Kowalczyk has been working in human resources for 35 Jahren
- He holds a master's degree in mediation
- He is a qualified personnel coach and a business coach
- He works privately for the mediation service of the Chamber of Industry and Commerce in Essen and also for the arbitration committees of various political parties

To arrange an appointment for a free conversation, simply call or email our coaches (below). All conversations will be treated as strictly confidential and are subject to data privacy regulations:

### Annette Sund

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### Ingo Kowalczyk

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## Your recommendation counts— and it pays you to make one!

Recommend a potential employee and receive a reward

### **This is how it works:**

You know someone who would be an ideal for us? Super! Just scan the QR code, complete the form and send your recommendation straight off to us.

We will give your referral our consideration as soon as possible. Please also remember to inform your line manager that you have suggested someone to join our team.

And now for the best: if the person you recommend stays with us for at least six months, you receive a “thank you” from us in the form of €100 gross! Even if the person works for us for a

shorter period, there's still a reward in it for you of €50 gross – provided that person remains for the full time agreed.

