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**MICHAEL
FASSBENDER**

A DECADE ON THE BIG SCREEN

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Finding inspiration in nature

Executive coach Gudrun Happich helps business leaders to improve their management style.

TEXT: NADINE CARSTENS | PHOTOS: BIRGITTA PETERSHAGEN FOTOGRAFIE

Nature can be a helpful guide for companies. Similar to biological systems, companies also have to adapt to their environment and to changing circumstances. Gudrun Happich came to this conclusion when working as an executive – a job she did for 12 years. “I was expected to manage the companies in a way that did not suit me. I had to act like a different person and realised that this management style was ineffective,” Happich explains.

Therefore, she was looking for alternative models. Since she studied biology, she found inspiration in nature and developed the ‘bioSystemik® management approach’: “I was looking for consistent solutions,” Happich explains. “So I derived this management style based on principles such as self-organisation, self-responsibil-

ity, and transparency from natural forms of organisation.” Her strategy not only turned out to be very successful, she also enjoyed being an executive again.

To share her experience with others, she has been working as a freelance executive business coach since 1994 and established ‘Galileo . Institut für Human Excellence’ in Cologne. With her expertise as a biologist and former executive, she creates individual solutions by combining these disciplines. “The key to being a successful executive is staying true to yourself,” says Happich. “Many of my clients think that they have to orientate themselves towards other companies or that they have to stick to certain behavioural patterns. Instead, they should find out what is important to them

and shouldn’t hesitate to include their employees’ ideas as well.”

www.galileo-institut.de

www.leistungstraeger-blog.de



Executive coach
Gudrun Happich.