

## Peer-Reflection & the Development of Corporate Culture

### Coaching for Executives

- reflecting on decisions concerning corporate ethics, corporate culture and leadership
- reflecting on important decisions as an 'insurance policy' against failures, i.e. through enlarging the spectrum of premises which are regarded as being relevant

### Seminars/Workshops for Managers

- training one's reflective competence in relation to personnel management and decision-making (including increasing one's personal willingness to reflect and self-reflect)
- increasing one's ability to give and to receive feedback (e.g. inside executive-teams and groups of HR-Consultants)

### Consultancy for Organisations

- corporate change projects with special focus on culture change
- implementation of new strategies and reorganisation measures
- post-merger integration

### Constantin Peer

has been working for more than 20 years internationally as an executive-coach and trainer with corporations such as Siemens, Roche, Syngenta, Alstom, TÜV Rheinland, Swiss Re, Swisscom, SR Technics, Swiss Post and numerous smaller organisations.



For further information concerning my professional background, please see the website:  
[www.peercommunication.ch](http://www.peercommunication.ch)