

+ who we are



Dr. Gundl Kutschera
Executive management, quality assurance, training design

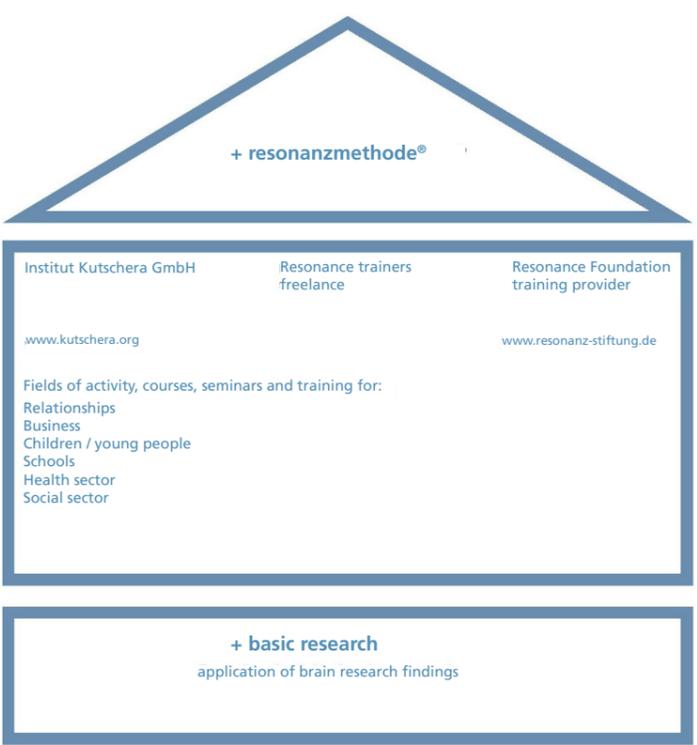
Sociologist, clinical psychologist, psychotherapist, teacher trainer, teaching supervisor. Author of several books. Trainer, speaker and university lecturer in Europe and the USA since 1974. Founder of the Resonanzmethode® and the training institute.

Resonance Team

The Resonance Team features an international network of resonance trainers. They are experts in a wide range of professional fields (e.g. business, education and health) and attend obligatory courses on an annual basis.

Resonance Foundation

Ever since 1986 the teaching and research effort at the Kutschera Institute has been enhanced by the basic research conducted by the Resonance Foundation which was founded and continues to be funded by Dr. Gundl Kutschera. The Foundation intends to adopt a scientific approach in researching the connection between good health and success and exploring how individual and social skills can be taught and learned.



+ resonanzmethode®

The Kutschera Institute works on the basis of the **Resonanzmethode®** which Dr. Gundl Kutschera first established in 1974 and has continued to refine ever since.

Resonance is a notion which comes from physics: it demonstrates how objects separated by distance can oscillate with each other. By using the Resonanzmethode® you understand how you can live in harmony with yourself and those around you.

We enjoy the fruits of success when we walk down to the path to the future with inner strength, balance and confidence.

The **Resonanzmethode®** combines theory, research and practise and is applied in countless fields (children, young people, family, health, business, education and training, regional development and intercultural cooperation).

The Resonanzmethode® enables you to

discover
hidden skills you rarely use and to use these in a new way in order to enjoy good health and success with your colleagues and family.

achieve
+ greater quality of life by achieving an optimum work-life balance
+ greater self-responsibility by integrating the real you into your presentations and decisions
+ better health by expressing your true feelings
+ benefits from new role models in the private and professional fields of your life

profit
from our experience of over 1,000 successful projects involving over 18,000 participants in the fields of business, personal development and training programmes since 1974 and a network of over 100 freelance resonance trainers.

managers
and staff in
resonance not
only achieve
faster and
better results –
they also
stay healthy, too

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resonance in-house programme

+ in-house programmes

communication in resonance can be taught and learned

Procedure

The results of interviews with senior managers are integrated into the development of a customised procedure. This enables us to offer you the best possible ways for your company to continue developing. Our efforts are always focused on the customer, the staff and corporate success.

- + interviews, structural and target analysis
- + elaboration of bespoke training offers
- + 2- to 4-day off-site seminar modules
- + individual coaching on request
- + follow-up
- + on request: evaluation of results

Target group

Senior management, heads of department, team leaders, teams, project groups, departments, individuals

We would be delighted to personally advise you on the kind of programmes we recommend for your company.

Tailored offers

Following analysis, the content of the courses below will be adapted to a company's particular requirements.

- + state management – the right state for success
- + management training
- + change and stabilisation management+ work-life balance
- + human change management process
- + conflict and team management
- + development of project and team strategies
- + advice on successor and handover issues
- + sales and distribution training
- + project management - facilitation
- + communication training
- + public speaking and presentations
- + mission statement and vision
- + vision and strategies workshop for managers and teams
- + corporate social responsibility (CSR)
- + holistic corporate development
- + preventing burnout and promoting psychosocial health
- + training for purchasing staff

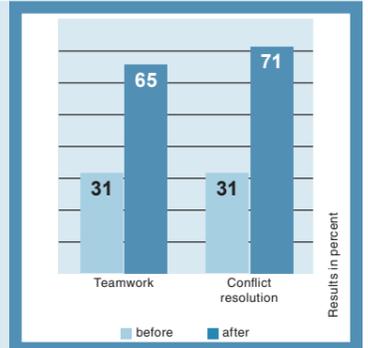
+ Results of our in-house programmes

+ Enhanced conflict resolution makes good business sense

“Teamwork and conflict resolution play a major part in stabilising a company's business success.”

The ability to resolve conflicts and the ability to be a good team player are closely related since most conflicts comprise differences at an objective and relationship level. Consequently, the development of conflict resolution skills is an enormous asset for companies. The ability to “approach conflicts in a constructive way so that new and better solutions emerge” is of vital importance in this regard.

Prior to the seminar all the respondents in a survey reported that they were only 30% satisfied with the quality of teamwork and the ability to manage conflicts in a productive way. After the seminar satisfaction with teamwork had increased by a further 34% and satisfaction with conflict resolution by 40%.

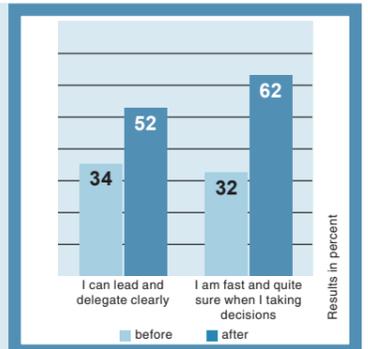


+ All-encompassing management and decision-making is out

“Quality increases enormously when members of staff share responsibility.”

For members of staff the opportunity to take on more responsibility leads to an enhanced feeling of assuredness and personal satisfaction. This relieves the burden placed on senior management: it can concentrate more on taking strategic decisions that are of genuine importance to the business while actual micro-management is increasingly left to confident staff capable of taking appropriate decisions at a subordinate level.

A further 30% of managers reported that the decision-making process had become clearer, less ambiguous, and that they felt more confident about taking decisions. Another 18% of managers also felt confident about delegating tasks to members of staff.

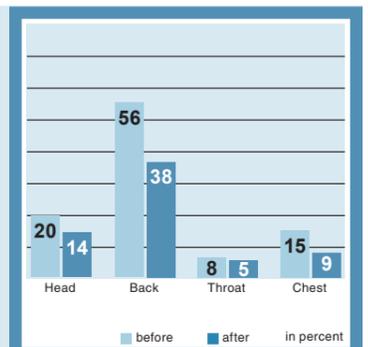


+ Less pain and fewer health complaints

The “before and after” comparison proved interesting when participants were asked whether they had pains or health complaints.

After the seminar, participants reported that they felt fewer symptoms of their pains and health complaints.

The number of participants citing head and back complaints was noticeably high (20% and 56% respectively). These symptoms fell by 6% and 18% respectively after the seminar, indicating an enhanced feeling of well-being among the participants.

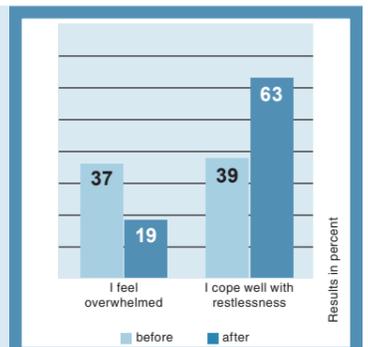


+ Overcoming workplace-related stress and change

“Companies need members of staff who can produce good results even in exceptional circumstances and who are open to change.”

Many of the participants attending the seminar were affected by permanent stress and pressure. A follow-up survey revealed that feelings of pressure and stress had fallen by 18% among the respondents.

The same survey also indicated that more people felt a greater sense of inner balance: the number of people agreeing to the statement “I cope well with the restlessness caused by our ongoing organisational changes and don't feel any extra stress or insecurity” rose by 24%.



Source: EU model project “Top Unternehmen in einer Top Region”, project documentation brochure, Pro Regio, A-4553 Schlierbach19