

THE nessio[®] COMPASS



nessio® CONNECTS



nessio® is a relationship-oriented coaching method for all those who bear responsibility: in leadership, cooperation and change.



Makes individual attitude, impact and roles visible.



Combines reflection, symbolism and skills development.



Has a deep impact - through language, relationship and shared experience.



is based on a well-founded model with 12 competencies and archetypal roles.



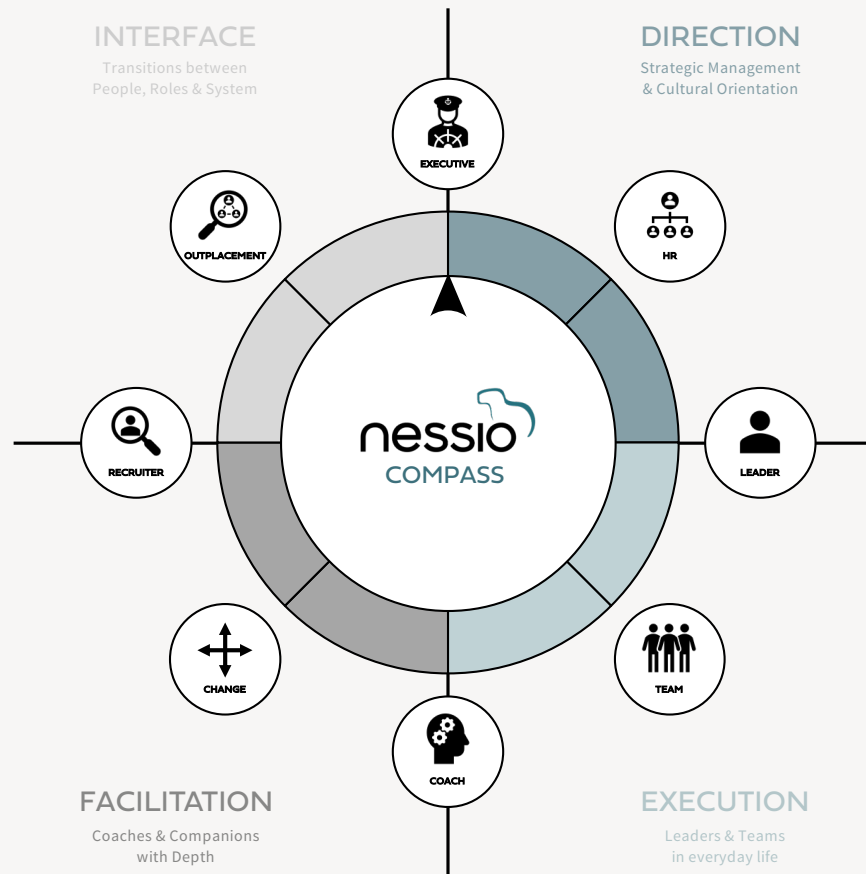
**NO INSIGHT WITHOUT EXPERIENCE.
NO EXPERIENCE WITHOUT INSIGHT.**

THE nessio® COMPASS – OVERVIEW WITH CLARITY, IMPACT WITH DEPTH

ONE APPROACH. EIGHT TARGET GROUPS. ONE UNIFYING IDEA.

For a method to be effective for different people, it needs orientation.

The **nessio® COMPASS** shows **how and where** the nessio® method works in organizations - target group-specific, structured and deeply effective.



THE CONNECTING PRINCIPLE:

- ✓ Relationship is key.
- ✓ Attitude is the basis.
- ✓ Impact is created where people recognize each other.



PEOPLE WHO GIVE DIRECTION





PEOPLE WHO GIVE DIRECTION

FIELDS OF TENSION

“Strategy can be changed quickly - culture cannot. But this is exactly where many transformations fail.”

C-level managers are under pressure to shape change and maintain stability at the same time. However, without a common inner direction, visions remain abstract and changes fizzle out - especially if relationships and attitudes are not aligned.

“People don't leave companies - they leave relationships.”

Staff turnover, a shortage of skilled workers and changing values make it clear that successful leadership today requires more than just structures and benefits. It needs connection - between people, across hierarchies and generations. Where this is lacking, uncertainty arises instead of loyalty.

“Those who set the direction first need inner clarity.”

C-level management requires orientation - both externally and internally. But under pressure, there is often a lack of space for self-explanation. Without an inner attitude, leadership becomes reactive instead of directional. Inner clarity is not a luxury - it is the prerequisite for effective leadership.

THE PERFECT START

“Leading from Within - Culture starts at the top”
Executive reflection module (half-day / retreat)



YOUR CHANCE

➔ How does nessio® HELP?

nessio® offers C-level decision-makers a structured space for reflection in which they can recalibrate their attitude, impact and leadership role. The method helps them not only to think strategically about transformation, but also to anchor it culturally and relationally - in their own team and in the organization.

➔ What is your VALUE ADDED?

- ✓ Personal assessment at C-level (leadership becomes tangible - attitude, impact and role reflected in a clear model)
- ✓ Linking transformation and identity (strategic alignment meets inner clarity - for cultural change with substance)
- ✓ Strengthening the leadership relationship in the management team (making visible what works between people - instead of just talking about structures)

➔ What are the PREREQUISITES?

- ✓ Willingness to reflect at eye level (the willingness to not only lead via others - but to question oneself)
- ✓ Trust in symbolic-structural depth (openness to visual and non-linear approaches - beyond classic tools)
- ✓ The desire to really move culture (nessio® does not work on the surface - but where attitude is created)



PEOPLE WHO THINK DEVELOPMENT STRATEGICALLY





PEOPLE WHO THINK DEVELOPMENT STRATEGICALLY



FIELDS OF TENSION

⚡ “What good are programs if they don't touch anyone?”

Many HR departments have modern concepts and tools - but they don't really reach people. Culture remains a buzzword if it is not experienced. And loyalty is not created through benefits, but through relationships.

⚡ “Leadership cannot be trained like a method - it has to be developed.”

Many measures are underway, but little is changing. What is missing is access to attitude, relationship and impact. HR needs tools to really develop leadership - not just train it.

⚡ “HR moves a lot - but often in the background. Time to change that.”

HR should enable transformation, shape culture and strengthen leadership - all at the same time. However, there is often a lack of structure, system and visibility. What is needed: A model that connects. And a tool that has an impact.

THE PERFECT START

“Depth instead of toolitis - leadership rethought”
Impulse workshop for HR & PE (half-day)

YOUR CHANCE

➡ How does nessio® HELP?

nessio® offers HR the opportunity to take leadership and cultural development to a new level: relationship-oriented, deeply effective and compatible with existing systems. The method combines structured competence profiling with symbolic reflection formats to make individual and collective development measurable, tangible and transferable.

➡ What is your VALUE ADDED?

- ✓ Depth and structure for HRD strategies (from training to transformation - development becomes measurable, tangible, transferable)
- ✓ A common language for leadership and culture (nessio® creates unifying terms, images and profiles that work internally)
- ✓ Can be used flexibly - internally and externally (as a tool for internal coaches, trainers or in combination with external partners)

➡ What are the PREREQUISITES:

- ✓ The will to rethink development spaces (classic PD is no longer enough - depth, attitude, relationship are needed)
- ✓ Openness to symbolic reflection formats (if you want depth, you need tools that go below the surface)
- ✓ Strategic thinking with a networked effect (nessio® is most effective when HR thinks culture, leadership and health together)



PEOPLE WHO WANT TO LEAD AND GROW





PEOPLE WHO WANT TO LEAD AND GROW



FIELDS OF TENSION

⚡ “Leadership starts on the inside - but there is often too little space there.”

Many managers are constantly under fire. Between responsibility, pressure and constant expectations, there is hardly any time for self-clearance. But real impact requires presence - and that comes from inner order.

⚡ “I want to develop - but not in a standardized way.”

Many further training courses fall short or seem arbitrary. What is missing is a format that allows for real engagement - with one's own attitude, language and impact. Managers don't want to “function”, they want to be effective as themselves.

⚡ “You don't lead tasks - you lead people.”

Leadership is relationship work. But without clarity about their own impact and without language for the dynamics in the team, many managers remain alone. What is needed: a model that connects people - not just functions.

THE PERFECT START

“Leadership starts with you. Your personal impact profile”
Individual coaching with profile module (2 × 90 min)

YOUR CHANCE

➡ How does nessio® HELP?

nessio® supports managers in consciously shaping their own role, reflecting on their impact and strengthening their leadership identity. The method brings clarity about inner patterns, attitude and relationship design - and makes them manageable in day-to-day management.

➡ What is your VALUE ADDED?

- ✓ Clarity about one's own leadership role and impact (the personal competence profile shows what is strong - and where there is a problem)
- ✓ Strengthening presence, attitude and relationships (leadership is not created through technique, but through inner clarity)
- ✓ A space for reflection that combines depth and everyday life (recognizing what works - and translating it directly into leadership moments)

➡ What are the PREREQUISITES?

- ✓ Willingness to self-reflect (if you want to lead, you have to be able to lead yourself)
- ✓ Openness to personal feedback at eye level (impact is created in the mirror - not in the self-image)
- ✓ Curiosity about new perspectives (if you want to grow, you have to be prepared to see yourself differently)

PEOPLE WHO WANT TO ACHIEVE MORE TOGETHER





PEOPLE WHO WANT TO ACHIEVE MORE TOGETHER



FIELDS OF TENSION

⚡ “Without a relationship, there is no performance that is sustainable.”

Teams work together - but not connected. Trust is not created through check-ins, but through honest encounters. Where there is no relationship, there is no real commitment.

⚡ “If nobody knows where they stand, a lot is lost.”

Many teams operate in unspoken areas of tension. Roles are formally clarified - but emotionally unoccupied. Impact is created when everyone knows: What is my role and how do I come across to others?

⚡ “A team is not a project - it is a living system.”

Leadership does not work from the role of observer. If you want to shape relationships, you have to be part of them yourself. Impact is created when the manager works with the team - not just on the team.

THE PERFECT START

“Unfold impact - clarify roles, strengthen connection”
Intensive team coaching (2 days)

YOUR CHANCE

➡ How does nessio® HELP?

nessio® gives teams the opportunity to recognize themselves as a system - with all their roles, dynamics and unspoken tensions. Visual, symbolic and dialogical approaches create connection, clarity and trust - as the basis for genuine collaboration.

➡ What is your VALUE ADDED?

- ✓ Strengthening trust and psychological security (relationship becomes visible, tensions can be addressed, cooperation is sustainable)
- ✓ Clarification of roles, expectations and dynamics (those who know who is responsible for what can grow together)
- ✓ A team process that integrates leadership - not excludes it (the manager is part of the system - not just a facilitator from outside)

➡ What are the PREREQUISITES?

- ✓ Openness to honest team reflection (development begins where real conversation becomes possible)
- ✓ Willingness to make patterns visible - even unpleasant ones (trust develops where you are allowed to show yourself)
- ✓ A common will to develop further (nessio® works when everyone is willing to take responsibility for the relationship)



PEOPLE WHO WANT TO SUPPORT WITH DEPTH





PEOPLE WHO WANT TO SUPPORT WITH DEPTH



FIELDS OF TENSION

⚡ “Those who work more deeply need more than methods - they need attitude.”

Coaches feel that it is no longer enough to offer tools. What is convincing today is the ability to design real processes - with structure, intuition and depth. But this requires a solid foundation.

⚡ “Coaches accompany others - but often without their own mirror.”

If you want to support people, you need clarity about yourself. But the space for this is lacking in everyday life. nessio® offers a system that also helps coaches themselves - and not just their work.

⚡ “I need something that I can see, feel and convey.”

Many issues that arise in coaching are difficult to grasp. nessio® makes the unconscious visible - using maps, symbols and competence profiles. This makes depth applicable - for individuals, teams and groups.

THE PERFECT START

“Coach with depth - introduction to the nessio® method”
Compact training (1 day, incl. symbol work)

YOUR CHANCE

➡ How does nessio® HELP?

nessio® offers coaches a methodological foundation with depth that is equally suitable for individual, team and group processes. By combining the competence model, role work and symbolism, coaches can provide even more precise, effective and authentic support - and at the same time deepen their own development.

➡ What is your VALUE ADDED?

- ✓ A toolbox for depth, clarity and relationship (symbolism, role models and competence profiles create new approaches - without esotericism)
- ✓ Visibility and differentiation in the coaching market (a method with substance, system and its own character)
- ✓ Further development of your own coaching personality (nessio® also affects those who accompany you - not just the clients)

➡ What are the PREREQUISITES?

- ✓ Interest in depth, not just tools (if you only want methods, nessio® is too short)
- ✓ Openness to symbolic work and visual language (maps, profiles, role models require the power of translation - and intuition)
- ✓ The desire to develop yourself further (nessio® always starts with the coach)



PEOPLE WHO SHAPE CHANGE





PEOPLE WHO SHAPE CHANGE

FIELDS OF TENSION

“Change is not achieved through processes - but through people who allow themselves to be touched.”

Many OD formats get stuck in the structure. But what change needs is experience - in depth, with relationship, with participation. nessio® offers spaces for real contact and collective movement.

“What's often missing between the flipchart and the flipflop is what really works.”

What OE needs is something third: a tool that connects head, heart and system. nessio® closes precisely this gap - with symbolism, constellations and clarity. Tangible. Deep. Professional.

“What is effective today must be connectable tomorrow.”

Organizational development needs formats that are not only touching - but also transferable. nessio® creates a common language for change - between people, teams and organizations.

THE PERFECT START

“Experience culture - make change visible”
Impulse day OD with symbol constellation & transfer



YOUR CHANCE

➔ How does nessio® HELP?

nessio® brings depth to change processes - where traditional change tools reach their limits. The method combines relationship, attitude and system awareness in a way that emotionally charges OD processes, makes them understandable and makes them tangible. For sustainable change with real cultural relevance.

➔ What is your VALUE ADDED?

- ✓ Depth instead of change routine (nessio® brings attitude, relationship and symbolic power to change processes)
- ✓ Tools for collective reflection and cultural movement (constellations, role models and competence profiles make change visible and tangible)
- ✓ Connecting language between people, teams and organizations (a method that not only steers processes - but also charges them with meaning)

➔ What are the PREREQUISITES?

- ✓ Willingness to shape OD not only systemically, but also humanly (those who accompany change must allow closeness)
- ✓ Curiosity about unusual approaches with professional standards (nessio® is not an off-the-shelf tool - but an invitation to rethink)
- ✓ Competence in process design and relationship design (the method needs people who can work with systems AND people)



PEOPLE WHO HAVE TO FIND THE PERFECT MATCH





PEOPLE WHO HAVE TO FIND THE PERFECT MATCH



FIELDS OF TENSION

⚡ “A good fit is not created in a CV - but in a relationship.”

Recruiting processes often focus on skills, stations and roles. But true fit is revealed in the space in between - between attitude, impact and resonance. nessio® brings these levels visibly to the table.

⚡ “If you don't know who you are, you can't show what makes you who you are.”

Candidates today have to be more than just eloquent. They have to know themselves - and be able to show it. nessio® helps them to understand their impact, find the right language and position themselves coherently.

⚡ “A good fit is more than a good person - it's the right interaction.”

Recruiting is also system work. nessio® makes it possible to look not only at the individual, but also at their role within the system. This creates depth - and more accurate decisions.

THE PERFECT START

“Personality meets position - rethinking profiling”
Matching workshop for recruiting processes (half-day)

YOUR CHANCE

➡ How does nessio® HELP?

nessio® broadens the view in recruiting: from pure qualifications to a deep fit on roles, attitude and relationship level. The method makes impact, self-image and system compatibility visible - in candidates and existing teams - and thus improves the accuracy of recruitment.

➡ What is the VALUE ADDED?

- ✓ Personality profiles with depth of focus (attitude, impact and understanding of roles become visible - beyond the CV)
- ✓ Better matching of people and system (nessio® not only supports the selection process, but also the long-term fit within the team)
- ✓ Stronger self-presentation of candidates (those who know who they are come across more clearly - in interviews, in their profile, in their appearance)

➡ What are the PREREQUISITES?

- ✓ Interest in holistic matching (nessio® complements hard skills with relationship skills, impact and context fit)
- ✓ Openness to structured, symbolically supported reflection (particularly helpful in sensitive or difficult to grasp recruitment situations)
- ✓ Desire for premium differentiation in the market (those who recruit with depth recruit more sustainably - and also win over demanding clients)



PEOPLE WHO ACCOMPANY OTHERS THROUGH CHANGE





PEOPLE WHO ACCOMPANY OTHERS THROUGH CHANGE



FIELDS OF TENSION

“Professional separation is not just a job loss - it's often an identity break.”

Outplacement doesn't start with the CV - it starts with the person. If you want to reposition yourself, you first need to understand what makes you tick. nessio® provides the space and structure for this.

“If you can't show yourself, you remain invisible - even if you have a lot to offer.”

Outplacement consulting needs tools to bring people back into their power - not just into the next interview. nessio® makes potentials visible and strengthens your own impact - internally and externally.

“A job change is more than just an application - it's a role change.”

When you arrive in a new environment, you not only have to find your way in it - you also have to be coherent. nessio® helps you to recognize new roles, integrate them and fill them with life.

THE PERFECT START

“Coherent. Visible. Confident.”

Coaching module for clients in transition (3 sessions + profile)

YOUR CHANCE

How does nessio® HELP?

nessio® accompanies people in career transitions beyond traditional counseling. The method helps clients to clarify their identity, understand their own impact and position themselves in a new, coherent and authentic way - both in their CV and in their appearance.

What is your VALUE ADDED?

- ✓ Clarification of identity and role in transition (Who am I now? And what do I really bring to the table? nessio® creates answers with depth)
- ✓ Strengthening self-presentation and external impact (symbolic approaches make strengths tangible - and visible in appearance)
- ✓ A set of methods for sustainable reorientation (role profiles, competence cards and reflection open up more than just application tips)

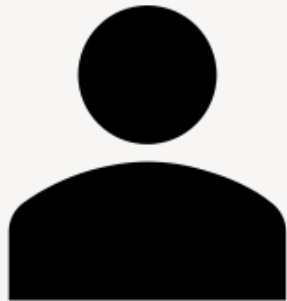
What are the PREREQUISITES?

- ✓ The will to accompany clients holistically (not just in the job - but in a new self-efficacy)
- ✓ Openness to emotional and symbolic processes (especially in times of upheaval, tools are needed that create access to something deeper)
- ✓ Interest in positioning with substance (nessio® offers more than optimization - it offers orientation)

PEOPLE BEHIND nessio[®]

PEOPLE BEHIND nessio®

nessio® is a method of Sebastian Fleck Pro GmbH - developed from practice for practice.



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nessio® combines coaching, organizational development and business psychology into an approach that focuses on relationships - and thus makes impact possible.



www.nessio.org