

> NAVO Business Sparring: Decision-maker dialog at eye level



> NAVO Business Sparring. Quality time for decision-maker.

It's lonely at the top. In the head of the decision-maker. But moving ideas and acute questions need positive provocation. An exchange at eye level. With a loyal conversation partner. And absolutely honest feedback from a neutral point of view. In the decision-maker dialog, the coach takes time for you. Space for reflection and valuable quality time – away from the daily routine. Intensive exchange and previously unasked questions about the essentials open up new dimensions of insight. And unimagined solution spaces.

Valuable quality time.

New ideas need risk-free sparring. Colleagues are only suitable to a limited extent. It is too easy for ideas that have not yet been thought through to the end to get out of control in the company. Advice from family and friends is well-intentioned but not necessarily good. Quality time is important. To think ideas out loud. Without political risk. With absolutely honest feedback from a neutral perspective. Someone who quickly recognizes organizational contexts. And asks the right questions.

In any case - with Business Sparring you will leave your familiar routines for inspiring solution spaces. To simply become even better. We provide you with useful tools for this purpose. For more effectiveness. In full self-control of the process. For even more success. For yourself. And for your organization.



> Business Sparring – the mix is the recipe for success.

A protected setting and pleasant ambience to experiment without risk. This is a matter of course for us. In addition, you will be accompanied by the NAVO coach - your professional companion for a limited period of time. Confidential and trusting. Differentiated and independent. Loyal and honest. Effective and experienced. Methodically well founded - focusing on the individual and organizational empowerment. Acting from a systemic conviction we synergize the multidimensional levels of impact and design together with you in a target-adequate and optimal way.

> NAVO Business Sparring in 3 steps

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1. Contracting

We explore your concerns together to determine your individual objectives.

Therefore we focus on 4 dimensions:

- Achievement goals: What do you want to achieve?
- Avoidance goals: What should be avoided during the process?
- Preservation goals: What should be preserved?
- Your ‚Even better than expected‘ goals

During the contracting we carefully clarify the mission always keeping the context and relevant stakeholders in mind. We place a lot of emphasis on this. Because a good target framework invites success.

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2. Process

The content of the sparring session and the steps taken remain 100% confidential. Because new action needs trust. In a discreet and reliable framework. To reflect without risk. For goal-oriented action on the various design levels. And honest feedback. In order to expand your effectiveness.

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3. Evaluation

The result - intentional differences in behavior that make a difference. The effect in context determines success.

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## > Business Sparring for management teams: the effective turbo power.

The advantages of business sparring for executive teams are obvious. Based on their systemic approach, NAVO coaches bring a unique combination of neutrality, extensive methodological know-how and organizational development expertise.

### Effectiveness high 2

The consequence - you work together more trustfully and effectively at management level. Even when different positions arise within the management team. Because we work with a strong focus on solutions.

At the same time, the impact of your management impulses on the organization increases significantly. Because you skillfully use the typical effect patterns of your organization. And take into account not only the WHAT, but also the HOW and WHEN.

## > NAVO Business Sparring Settings

Structure and context influence behavior. That's why we pay special attention to finding the perfect setting for your business sparring sessions.

Many things are possible and useful: face-to-face meetings combined with virtual meetings. Purely virtual sessions via video call. If you want to work intensively on one or more topics, one- or two-day quality sessions are ideal. Regular, accompanied reflection time-outs significantly increase your effectiveness.



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