

Intake process

- application by letter/mail plus cv
- first explorative interview concerned teamleader & teammember (both experienced coaches); based on selection profile and team matching
- second (assessment) interview in office with two staff members; based on general criteria of organization
- appointment & contract for cooperation
- after 6 months evaluation with teamleader
- introduction meeting for all new volunteers/coaches (twice a year)



Profile volunteer as coach for entrepreneurs

- experienced entrepreneur, senior manager, specialist/expert; post career
- experienced generalist/entrepreneur with feeling for sme-business
- able to analyse, to make quick scan, to develop scenarios
- able to listen, to advise/counsel, to generate learning process
- good social and coaching skills
- objective, disinterested judgements
- aware of own strengths & weaknesses
- available for a 5 years period (max 7 years)
- 10 – 12 clients a year, 6 two monthly team meetings
- team player
- financially independent and integer personality
- sense of humor and “just for fun” attitude!

