



Klaus Zepuntke, your partner at eye level – with Nordic clarity

I am Klaus Zepuntke, founder and managing director of KLAZEPT Coaching & Consulting. As an executive and personal coach in Europe and North America, I have been serving clients for almost 30 years in various industries. I accompany and support companies in organizational change processes and private clients in personal change processes.

I have always found working with people fascinating. After completing my studies, I took on various teaching positions overseas and in Europe, became a management trainer, and by way of serendipity ended up launching a career as a coach. I did this at a time coaching was not even a term used in Germany. With the ICF (International Coach Federation) in the US, I laid the professional foundation for my business and executive coaching career. Various qualifications and licenses were added over time.

Today my clients benefit directly from the experience I have gained in working internationally across industries. Coaching various people in leadership positions plus working with diverse company cultures across Europe, the USA and Canada have enriched my experience.

The basis of my coaching

In my years of experience I have developed the ability to “listen” to what is not said and reflect this back to clients. I have found that what a client does not say or avoids mentioning often points to the real issue in need of attention, which is not always the same as the issue initially presented.

The KLAZEPT Concept is the basis of my coaching; my clients benefit from my clarity and directness, free of any frills.

I support my clients in deepening their self-knowledge to enable them to reach their change objectives authentically with sustainable benefits.

In my lively and interactive speaking engagements, entrepreneurs, executives, employees and individuals alike receive practical ideas that can be used professionally and personally.

All KLAZEPT services are offered in English and German.

MBTI® (Myers-Briggs-Typenindikator)



The MBTI is a personality profile based on the work of C.G. Jung that assesses our preferences in how we perceive the world around us and how we make decisions. Four pairs of opposites describe our

- preferred source of energy,
- preferred way of perceiving the world around us,
- preferred way to make decisions and
- preferred lifestyle.

All together there are 16 different personality profiles.

DISC by Thomas International



This Personal Profile Analysis provides an accurate insight into how people behave at work, answering questions such as: What are their strengths and limitations? How do they communicate? Are they self-starters? What motivates them?

The Circle Way by Peer Spirit



The circle, or council, is an ancient form of meeting that has gathered human beings into respectful conversation for thousands of years.

The circle has served as the foundation for many

cultures. What transforms a meeting into a circle is the willingness of people to shift from informal socializing or opinionated discussion into a receptive attitude of thoughtful speaking and deep listening. (Source: www.peerspirit.com/ ©2001 Baldwin/Linnea. Exerpt from Baldwin's book, *Calling the Circle, the First and Future Culture*, Bantam 1998).