



  
**CLAUDIA GERATZ**  
COACHING BASED ON SCIENCE

# Flourishing Teams

Interactive Workshops for Teams in Tech



# The Power of Strengths at Work



Introduce the concept of character strengths and promote job satisfaction, teamwork, learning and motivation (Gander, 2020). Learn how to lead employee development conversations positively, to bring about intrinsically motivated behavioural change. Leadership workshops include team reporting setup and analysis. Team workshops focus on strengths-based communication and building team cohesion.

## Benefits For Your Teams:

- Drive employee engagement & growth
- Support employees who feel disengaged or overlooked
- Build identity, cohesion & vision
- Promote a company culture that looks for what's possible





# Build HEROic Teams



Psychological Capital (PsyCap) is a set of psychological traits that make people more adaptable to change (**Resilience**), confident in their ability to succeed at challenging work tasks (**Self-efficacy**), positive attributions about the future of their career or company (**Optimism**) and more likely to redirect paths to work goals in the face of obstacles (**Hope**) (Luthans et al., 2007). A must-have for every resilient workforce!

## Target Audience:

- Teams facing organisational change, uncertainty or high demands
- Employees low in confidence or positive outlook
- Remote teams balancing a demanding work/life



Interactive Workshop (unlimited participants) | 1:1 or Group Coaching

# Drive Creativity & Motivation



Promote creativity and intrinsic motivation by enabling your employees to start Job Crafting. Job Crafting is employee-driven, proactive behaviour which enables them to shape their own work environment in a way that fits their individual needs, skills, strengths and personality, by adjusting the prevailing job demands and resources (Tims & Bakker, 2010).

Boosts motivation, engagement, productivity & performance.

## Target Audience:

- Agile Organisations with a need for continuous innovation
- High performing teams who struggle with productivity
- Languishing employees who need to find their spark again



Leadership Workshops | Team Workshops | 1:1 & Group Coaching



# Wellbeing for Remote Teams



Interactive workshop to help your remote teams to flourish and find a healthy balance between work and life. Participants learn evidence-based strategies to mind their mental and physical wellbeing while staying connected and engaged. With a mix of educational content and engaging breakout sessions, this workshop also provides a space for your teams to interact and learn from each other.

## Benefits for Remote Teams:

- Higher engagement & productivity
- Boost in job satisfaction and reduction in churn
- Tangible strategies to better manage work-life balance



# Creating Vision & Mission



Teams with a clear shared vision and mission work more collaboratively and are more engaged. Their shared sense of meaning drives productivity, creativity and job satisfaction. Interactive vision boarding workshops include creative strategies to facilitate a value-based exploration in line with your company goals.

## Target Audience:

- Ideal for Start-Ups and newly founded teams
- Teams who are in need of a reset





# What do YOU need?



Do you have an idea, topic or unique problem you want to address to help your workforce thrive and flourish?

Whether you need a short 2-hour masterclass or a full-blown coaching programme, I have you covered! Get in touch to discuss your organisation's needs and explore how the power of Positive Psychology can support your teams to flourish!

CONTACT ME



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**CLAUDIA GERATZ**  
Positive Psychology Coach  
Wellbeing @Work Expert

 Based in Ashbourne, Ireland

 Coaching in English & German

## For People & Companies in Tech

I empower high-performing individuals & teams to create with confidence, lead with compassion and grow with purpose.

## Qualifications

EMCC Accredited Coach | MAPPCP (2022)  
Positive Psychology Practitioner  
Psychologist | M.Ps.S.I. | MBPsS

## 20 Years in Tech

Deep understanding of fast-paced Tech environments  
Senior Customer-Facing Roles | Mentoring & Training  
Agile Project Management