

About Peter Wyss

“People don't care how much you know until they know how much you care.”
John C. Maxwell

Peter is a trust building and very experienced coach and trainer with more than 17 years of experience in the field. As a **consultant** and **trainer**, he specializes in leadership and corporate culture change. As a **coach**, he focuses on interpersonal skills (e.g. trust building), emotional intelligence and effectiveness. His clients appreciate him for his open heart and ear and his getting to the point quickly. He is convinced that there is a solution for every case. In order to maximize **impact, effectiveness and sustainability**, he likes combining different approaches such as consulting, personal coaching, team building and leadership training.

Peter likes to use the Japanese martial art “**Aikido**” as a metaphor for effective leadership, constructive collaboration and customer orientation. It is a medium to concentrate on some key principles of leading people and collaborating with people: energy, harmony, focus, clarity, straight talk, empathy, sympathy (compassion and understanding), inner peace, trust. This goes along with the key learnings from the **Transactional Analysis**, which he uses as fil rouge. His mindset is that the participants and coachees already possess the complete knowledge and capacity for finding their own solutions.

Peter is convinced that **stress management** is and will be a key success factor in business. Preventing **burnout** is not only an individual task, but it is one of the most actual challenges for companies. As a **company** or a **team**, learn how to reduce stress and pressure, and enhance positive motivation, engagement and commitment of your people. As an **individual**, learn how to manage stress by changing your unhealthy habits and by transforming your detrimental inner beliefs and convictions. Peter can help you to **prevent burnout** and to **recover from burnout**.

Peter has worked or is still working with UBS, Deutsche Bank, Willis Insurances, Swiss Railways, HP Hewlett-Packard, BCG Boston Consulting Group, AXA, Zurich Financial Services, Swiss Re, Allianz, Schott, KABA, Swisscom, KPMG and many small and medium sized businesses.

Feedback from a Coachee to his Manager:

»I would like to thank you for giving me the opportunity for External Coaching. The Coaching helped me a lot to reflect and learn skills to get on a higher personal level. Many times in life we see the real value of such experiences later or maybe never. In this case I feel to have received a big gift.«

Find more testimonials under "Testimonials und Referenzen".

Peter lives with his family in Zurich, Switzerland. He has a passion for quantum physics, neurobiology, rock-climbing, dancing, skiing, table tennis, rowing, sailboarding, yoga and his three children.

QUOTE UNQUOTE

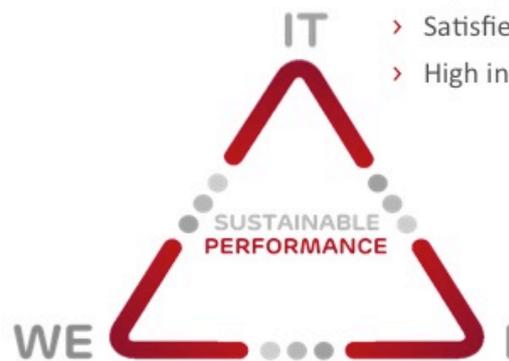
"During my last 17 years of consulting companies and coaching executives I have learned that there is quite a mismatch between what science knows and what business does. Science knows that what works best is a corporate culture with intrinsic motivation, around the three elements „**autonomy**“, „**mastery**“ and „**purpose**“. But what business does is perfecting companies' bonus systems in order to entice people with a sweeter carrot - or threaten them with a sharper stick. Science knows that the lower part of the iceberg (emotions, relationships, atmosphere, spirits, trust) is crucial, but business still focuses on the upper part of the iceberg (facts and figures, mind, intellect, logics, arguments). Science knows that aggressive leadership styles at a parent ego state level are generating staff's passive defensive behaviours at a child ego state level – which makes companies and leaders less effective. But too often I see in the business world these executive board meetings dominated by one person: **when the boss speaks, everybody keeps quiet** and seems to agree. But the agreement is merely on the surface: subordinates do not dare to speak up. (Read the quote from Edgar H. Schein below the I-WE-IT model)

The good news is that not only science knows the truth, but we all know it in our hearts. And actually, there are proofs, such as the company **Semco** with its owner Ricardo Semler, who started these innovative business management policies in the early eighties and is very successful with his 5000 employees!

I am dreaming of corporate cultures with true partnership beyond hierarchy, on an **adult ego state**, with no need to „cover my ass“, with intrinsically motivated people working in an atmosphere of **mutual inspiration, compassion and joy**, achieving stunning results (see the I-WE-IT model below).

I have a passion for contributing to this new approach, for helping to give birth to this corporate re-engineering, to these entirely **new operating systems** of our businesses."

Sustainable success comes from the perfect balance of the three dimensions I – WE – IT:



Company (impersonal):

- > Stunning results
- > High efficiency
- > Top quality and services
- > Satisfied customers
- > High innovation power

Company culture (interpersonal):

- > Genuine trust and respect
- > Partnership, adult ego state
- > Supporting others
- > Straight and open talk
- > Constructive conflict resolution

Individual state of mind (personal):

- > Satisfaction and fulfillment
- > Fully motivated and engaged
- > Joy and inner calmness
- > Perfect work-life balance

"I have learned that good relations and reliable communication across hierarchic boundaries are crucial. In airplane crashes and chemical industry accidents, in the infrequent but serious nuclear plant accidents, in the NASA Challenger and Columbia disasters, and in the British Petroleum gulf spill, a common finding is that lower-ranking employees had information that would have prevented or lessened the consequences of the accident, but either it was not passed up to higher levels, or it was ignored, or it was overridden."

Edgar H. Schein (Humble Inquiry – The gentle art of asking instead of telling, 2013)

Experience

PWP Peter Wyss & Partner GmbH, Founder
PSSR AG, Managing Partner
ZEWO, Director

Education

Licenciate degree: MA (lic. phil.), University of Zurich

Languages

Swiss German / German (mother tongue)
English (fluent)
French (fluent)
Italian (fluent)
Spanish (basic)

Expertise

Leadership Culture Development
Corporate Culture Change
Building High Performance Teams
Leadership Training
Communication Skills
Conflict Resolution
Executive Coaching and Personal Development Coaching
Burnout Prevention