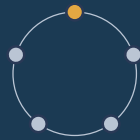


Jadwiga Dutsch Consulting



Executive Coaching

Reflection on leadership roles, responsibility and personal positioning under conditions of decision pressure and conflicting expectations



Organizational & Team Development

Clarifying roles, areas of responsibility and decision processes in order to strengthen collective capacity for action



Strategic Sparring

Structured preparation of key decisions during phases of organizational change

Profile

I support leaders and organizations in clarifying roles, responsibility and the ability to make decisions.

As a physician, executive coach and organizational consultant, I combine international leadership experience with systemic and psychodynamic perspectives on organizations.

Change becomes possible where perception and understanding are given space.

Approach

Analytical, structured and confidential.

My work takes place at the intersection of structure, role and person. Implicit assumptions are made explicit, trade-offs become visible and the foundations for decisions are clarified. Perception before judgement. Clarification before intervention.

Typical Situations for Collaboration

- When leadership responsibility becomes isolating and space for reflection is needed.
- When responsibility is clearly assigned but organizational structures do not support it.
- When decision pressure increases and trade-offs remain unclear.
- When roles change and orientation is needed.
- When important decisions require careful preparation.

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