

# Janto Oelrich

Expert in team building & leadership

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Team-Coach & HR manager  
with over twenty years of  
experience as

- ❖ Coach for teams and managers  
with well over 250 team buildings
- ❖ C-level leadership coach
- ❖ Instructor for coaches in  
experiential learning methods
- ❖ Experienced systemic coach
- ❖ HR Interim Manager

I work in German and English

*» I believe that there is a very  
special **magic** in every team.*

*Anyone who has ever  
experienced,  
or been involved in creating  
this enormous power and  
enthusiasm,  
will try to do so again &  
again.«*

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What is the „magic“ of successful teams?

❖ **TRUST**

- ✓ Team members can fully rely on each other.
- ✓ Mutual support forges a powerful, “magical” team.

❖ **KNOWING EACH OTHER WELL**

- ✓ Team members know their own strengths as well as those of others.
- ✓ Working “hand in hand” comes very easily.

❖ **TEAM SPIRIT**

Based on appreciation, there is a supportive atmosphere within the team, people enjoy learning from each other and share knowledge openly. Innovation and growth emerge.

In my team workshops, I use proven methods to strengthen and improve these team traits.

*When Steve Jobs was asked which product he was most proud of, he replied:  
»The team!«*

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To strengthen the team magic, I work with the team to focus on these three areas:



❖ **Clearly define common goals**

- team members and leadership reflect on their common goals and how to achieve them. Everyone contributes to ensure clarity and comprehensibility.
- Everyone feels a sense of responsibility. More engagement emerges.



❖ **Create goal oriented processes**

- Well-structured teams with smart division of labor achieve their goals more effectively.
- We therefore optimize responsibilities and work structures together



❖ **Appreciate & support each other**

- Collaboration often lacks one key factor: appreciation!  
In moments of stress, however, this becomes essential for success.
- My playful team projects create experiences that make the team recognize how important this is in different situations. We then reflect on the practical implementation.

*»I am  
because  
we are«*

*African proverb*

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My approach in team workshops: “Experience the magic firsthand.”

Behavioral changes rarely happen purely rationally. The most effective impulses come from emotional experiences. That’s why I design experiential team projects where emotional “AHA” moments take place. After joint reflection, the team then adopts the desired behavior from within and a new, beneficial team culture emerges.

Examples of team experience projects:



Pictures: Metalog training tools [www.metalog.de](http://www.metalog.de)

» *Let me experience it  
myself* « 4

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Team-Coach & HR manager: two roles, one motivation.

Over the past twenty years, I have enjoyed switching between the two roles of HR manager and team-building coach. In both roles I find my greatest motivation - to support people and companies to grow.

- ❖ As a team coach I enjoy empowering teams to unleash their full potential.  
I believe that as social beings we create incredible magic when we move in a strong, mutually appreciative and constantly evolving team. These committed teams are the nuclei of every company's success.
- ❖ I am just as passionate to HR management which I view as a strategic function:  
By creating the environment in which employees can develop and flourish, HR contributes significantly to the future direction of every company.

*»If you want to  
go fast, go  
alone.*

*If you want to  
go far, go  
together«*

*proverb from Burkina Faso*

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These companies place their trust in me  
(excerpt):



Some of the coaching methods I use and institutes I have visited:

- ❖ Team- and leadership-coaching: Metalog Regensburg
- ❖ EOL Learning and teaching methods: Metalog-Academy
- ❖ Systemic consulting: Milton Erickson Institutes, Heidelberg & Innsbruck
- ❖ NLP Practitioner and Associate Trainer: Metalog Regensburg
- ❖ Systemic integration & autonomy: Dr. Langlotz München
- ❖ Transactional analysis methods: Christoph Eyssel Ulm, Henning Schulze FH Deggendorf
- ❖ Mental training: Kurt-Tepperwein Lindau
- ❖ Behavioral profile analysis methods: INSIGHTS®, MBTI®, DISG®, REISS®, HBDI®
- ❖ Intercultural communication: Prof. em. Dr. phil. Klaus Dirscherl, Universität Passau

*» What is more important to you:  
The journey or the destination?"*

*"The ones, who accompany me.*

*James Norbury, Author*

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What team developments are you planning?

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*I am looking  
forward to  
meeting you!*

