

DaCapo Training & Consultancy

DaCapo is a network of Coaching Science specialists - coaches, counsellors and therapists, with trainers and consultants specialised in personal and organisational development.

Together with clients from a wide spectrum of both profit and non-profit organisations, we adopt a people-focussed approach combined with internationally recognised and widely used instruments to coach and support individuals, teams and organisations in development and change processes.

Our programs are customised to address the specific needs of our clients. Themes range from communication to recognising and developing competences, from improving process management to stimulating and optimising leadership qualities.

The point of departure for all our coaching and training activities lies at the deep psycho/neurological levels that underlie observable layers such as environment, behaviour and skills. DaCapo takes its clients to the 'heart of the matter', zooming in on levels such as attitude, stimulating and inhibitory beliefs, underlying values, identity and spirituality (Dilts, Bateson).

Experience has learned that exploration of these fundamental levels leads to insights into self, others, team roles, the value of communication and organisational culture. These can subsequently be applied to yield fundamental and sustainable improvements in virtually any change or development process. Harmony, results, improvement in living and working environments, effective communication and synergy are key words that characterise the objectives DaCapo strives for by close collaboration in partnership with our clients.

We, at DaCapo, pride ourselves on what we refer to as 'multi-dimensional creativity': a 'use everything there is' (Milton H. Erickson) - approach to recognising, optimising and synergising existing potential and resources in individuals and organisations.

DaCapo maintains a deeply-rooted belief when it comes to working with people: Whether we are using our Top-down approach to supporting and coaching directors and management, training, coaching and/or supporting teams, or developing an individual trajectory for dealing with reintegration, mid-life crises or other individual issues, it is not so much WHAT you do, but HOW you do it, that counts. After all, *c'est le ton qui fait la musique!*

Hans Koch is founder and managing director of DaCapo Training & Consultancy.

With his background in cognitive psychology, psychology and organisational behaviour he has done extensive research into complex processes of management and the influence of organisational culture and management drives in work satisfaction levels. An expert in the use of the Myers Briggs Type Indicator (MBTI) in organisational change, he is starting up PhD research in this field, focussing on the deficit between educational supply vs. the market and/or student demand.

His many years of experience in group therapy in psychiatric/detention settings form the basis for his work as organisational consultant and senior trainer/coach. More than thirty years of experience combined with sharp analytical skills and vision, exceeded only by his capacity for empowerment and organisational empathy, guarantee multi-level awareness and development.

Tina Willekes-Scoon (Native English-speaker) is coach in individual and organisational development, in collaboration with Hans Koch and DaCapo colleagues.

A Biology and Master of Business Administration graduate, with a background of commercial (management) functions in the biotechnological and pharmaceutical industries, she is a trained coach and counsellor. Motivated by a deep interest in, and fascination for, the workings of the human mind, communication, awareness and the dynamics of human interaction, she currently focuses on the coaching of individual and organisational "midlife crises".



DaCapo Advies & Training

Dribergseweg 26 • 3708 JC Zeist • Telefoon: 030-6982080 • Fax: 030-6910045 • E-mail: info@dacapo.nl
ING.nr. 68.28.61.634 • Handelsregister 29042990 • BTW-nummer: NL 8034.56.128B01