



ClemenCoaching



**Secure the future.
Shape succession.**

Secure the future of your company – with a successful succession plan.

Generational change is one of the biggest challenges facing companies. However, only around 30% of all family-run businesses successfully master the transition – often with considerable losses in expertise and jobs. It doesn't have to be that way.

Recognize the complexity of this process early on – undoubtedly one of the greatest challenges and, at the same time, a great opportunity.

Our interdisciplinary team provides you with tailored advice for the areas that are crucial to you in your current situation: individualized, time-saving, and cost-effective.

Katrin Clemen

Managing Director ClemenCoaching

Expert on the "soft factors" in all matters relating to succession and generational change

- Systemic coaching
- Communication psychology
- More than 25 years of experience

Katrin Clemen works with you to develop **viable, shared mission statements**, optimizes your **corporate culture**—including in the area of employee retention during transformation processes—and advises you on all aspects of communication and communication structures. Because this is about family and business in equal measure.

The core of her work: attitude and awareness before tools—because sustainable optimization cannot be achieved on the surface.



<https://clemencoaching.com/>





Prof. Dipl.-Ing. Thomas Schlipköther

Strategic implementer with decades of leadership experience

- Transformation processes
- Leadership
- More than 30 years of experience

His trademark? **Strong implementation skills, vision,** and a **deep understanding** of complex processes. In the context of succession and generational change, he provides **practical solutions** that take strategic, economic, and technical changes into account in equal measure.



Prof. Dr. Thomas Clemen

Professor of Artificial Intelligence and Data Management

Digitalization expert and thought leader for technology-driven transformations

- Building IT expertise in your company
- Using AI strategically and successfully
- More than 30 years of experience

Thomas Clemen works with you to develop pragmatic guidelines for **digitalization without fear**.



Dipl.-Economist Simon Schoop

Change manager and transformation coach

- Change management
- Business escape rooms
- Introduction of digital technologies
- More than 27 years of experience

His mission is to sustainably improve his **clients' digital performance**. **Team success** always comes first in the projects he supports.



Seminar and lecture program

"When responsibility shifts – communication during generational change" – how communication can succeed when different values, expectations, and roles collide.

"Generation-appropriate corporate culture: Between respect and renewal" – how corporate culture changes during the succession phase – and how you can consciously shape a culture that connects generations.

"Global perspectives – How international best practices strengthen small and medium-sized enterprises during generational change" – a presentation on international insights into succession, corporate governance, and transition – with specific recommendations for small and medium-sized enterprises.

"Succession is a matter for top management – economic pitfalls and how to avoid them" – a focused stimulus for companies on common mistakes made during generational change and how to avoid them through smart planning.

"Securing knowledge, shaping the future: AI as the key to generational change" – how companies can use AI and data management to systematically capture and preserve the experience and knowledge of retiring specialists and managers and make it available to the next generation.

"NextGen Leadership: Using AI to make sustainable business decisions" – how young leaders can use AI-supported analyses to break new ground in strategy, organization, and market approach.

"I'm asking for a friend" – everything you always wanted to know about AI.

Of course, you will receive a quote tailored specifically to your company upon request.



Contact :

Katrin Clemen

Mobil +45 91817802

eMail katrin.clemen@gmx.de

<http://www.clemencoaching.com/>