



KAREN JULIA KORFMACHER

Mediator | Personal & Business Coach | Couples Counselor |
HR & Outplacement Consultant | Attorney

karenjulia@korfmacher.cc | www.karenjuliakorfmacher.com |
www.linkedin.com/in/karen-julia-korfmacher |
www.instagram.com/karen.julia.korfmacher

HELLO, I'M KAREN JULIA!

What drives me

I support people and organizations in communication & conflict, life & relationships, career & purpose in individual and group settings. With a passion for change & transformation, I accompany sustainable change in relationships, leadership, motivation & communication.

Empowerment is a core theme for me - supporting people on their path to growth & self-determination inspires me! I believe in the potential of every person to develop, grow and live a self-determined life. Empathy, compassion and the promotion of personal growth are values that guide me.

What I contribute

- International IMI Certified Mediator (International Mediation Institute)
- International ECA Certified Systemic Coach (European Coaching Association)
- Certified LINC Personality Profiler Coach (Big Five, LINC GmbH)
- International HR Consultant for People and Change & Newplacement / Outplacement Consultant
- IGST Certified Systemic Couples Counselor (International Society for Systemic Therapy)
- Lawyer & Attorney (RAK Berlin)

What I offer

Personal:

- Personal & Life Coaching
- Couple & Family Mediation
- Relationship Counseling & Couple Coaching
- Communication & Conflict Workshops

Business:

- Career & Business Coaching
- Team & Business Mediation
- Systemic Counseling & Mentoring
- Communication & Conflict Training

**Interested in
working together?**

**I'd love to hear
from you!**



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PERSONAL & LIFE COACHING

Individual Setting

"It is not so much what you look at that is important, but what you see." - Henry David Thoreau

We already carry the answers to our questions within us - but sometimes we need a little support to discover and decode them.

Systemic Coaching aims to activate existing resources. As an expert on your own situation, you enter a non-judgmental space in which you can deal with the current challenges in your life in a structured, goal- and solution-oriented way. The focus lies on your individual strengths and opportunities.

I support you with systemic questions and interventions to find new perspectives and creative solutions. I always keep an eye on the process and guide you on the path to greater clarity, connection and growth.

Key Facts:

- Focus: Activating resources, new perspectives, creative solutions
- Present + future
- Short to medium-term support (usually 3-5 sessions)
- Fostering long-term growth and personal development: Systemic Coaching not only addresses current challenges, but also aims for sustainable development

I particularly enjoy working with these systemic interventions:

- Science and tool-based personality analysis (based on the BIG FIVE): "LINC PERSONALITY PROFILER"
- Wisdom and advice from inner mentors: "Mentor Meeting"
- Activating skills and resources, interrupting patterns: "Specialist Hill"
- Change work with inner parts, relationship with oneself: "Inner Side Model"
- Inner Beliefs: "The Work of Byron Katie"
- Creative solutions: "Disney Strategy" & "Miracle Question"
- Activating resources: "Timeline" & "Resource Journey"
- Decision-making, life balance: "Tetralemma" & "Wheel of Values"
- Conflict clarification: "Iceberg Model" & "Conflict Grid"
- Communication and conflict patterns: "Four-Ear Dialog"
- Role clarity within the family system: "Teamplayer"



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COUPLE & FAMILY MEDIATION (1/2)

Group Setting

„Peace is not the absence of conflict, but the ability to resolve conflicts peacefully.“ - Mahatma Gandhi

Systemic Couple and Family Mediation is a confidential and structured process to help resolve conflicts within relationships and families voluntarily and independently. As a certified mediator, I guide you through the process in a structured, independent, impartial manner and without decision-making authority.

Mediation aims to resolve specific challenges in the present and simultaneously create the basis for a better future together. The focus lies on the creative and sustainable resolution of specific conflicts, with short to medium-term support.

Mediation is not only time and cost efficient, but also flexible. It offers a valuable alternative to court proceedings in order to resolve conflicts sustainably.

Key Facts:

- Focus: Specific current conflicts, context-dependent challenges
- Present + future
- Short to medium-term support (usually 3-5 sessions)
- Time- and cost-efficient: Mediation is generally faster, cheaper and associated with a lower cost risk than court proceedings

5 Phases of Mediation:

The mediation process is divided into 5 phases. At the beginning, we establish the basis for cooperation in mediation with a mutual working agreement (phase 1). We then continue with assessing the current situation and collecting topics - the table of contents of the mediation (phase 2). We then look at the underlying interests and needs (phase 3) - the heart of mediation. Finally, we develop and work on solution options and, if desired, bring these to a final agreement (phase 4+5).

A few months after the end of the mediation process, a follow-up meeting may be useful to ensure the sustainability of the agreements; a short email may also suffice.



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COUPLE & FAMILY MEDIATION (2/2)

Group Setting

Key principles of mediation:

Participation is voluntary: You decide on your participation in the mediation, its content and topics, its course and, if necessary, termination and how to find a solution. I provide the process structure, but the content and the solution come from you.

Openness of outcome: Trust is needed in a process whose outcome neither you nor I know in advance. It is essential that you commit to the process and participate without knowing what the end result will be. But don't worry, mediation is about finding an amicable solution, i.e. nothing can happen that you don't want. For me, there is no optimal solution to this process. I do not evaluate and have no decision-making authority. You decide what result you are looking for and what is right for you. It is perfectly okay to end mediation with a non-agreement. The solution is in your hands. I will support you in the process.

Confidentiality: I am bound by law to maintain confidentiality. What I hear in our meetings stays with me. Everything we discuss is confidential. I will not pass on any information to third parties without your express consent. You, on the other hand, are not obliged to maintain confidentiality with each other, but you can choose to do so if you wish.

Your own responsibility: Whether and how quickly you reach an agreement is in your hands. Experience shows that you don't know at the beginning how long you will need in mediation. It's up to you to go the distance, but I will take you by the hand.

Impartiality: I am not judgmental and I am equally there for everyone. That's why we only discuss everything in detail in the first session in the presence of all those involved. I offer you an external perspective that is dynamic and free of judgment. That is the standard I set for my work. For me, you do not need to agree on a story. It's perfectly fine if you have two different stories. At the same time: you decide, not me. If at any point you feel that I am not being impartial, please let me know. And then we can decide together how we want to deal with it.

It is also important for me to be clear about my role in this respect: although I am also a lawyer, I do not act as a lawyer in my role as a mediator because this would not be compatible with the impartiality of mediation. At the end of the process, you have the option of getting any agreement you have reached in mediation reviewed by a lawyer. If you wish to be represented by a lawyer, I can recommend several lawyers who have experience with mediation agreements.



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RELATIONSHIP COUNSELING & COUPLE COACHING

Group Setting

"It is not our differences that divide us. It is our inability to recognize, accept and celebrate these differences." - Audre Lorde

I support couples in mastering times of change and challenges and emerging stronger as individuals and - if desired - as a couple. My approach helps to create clarity, to strengthen communication and connection and to develop new perspectives for the future. After all, particularly in turbulent times, a couple's relationship can be a stable anchor - and at the same time provide new drive.

I support you in:

- Communicating openly and appreciatively to avoid misunderstandings and strengthen trust.
- Activating strengths and resources to utilize current challenges as potential for individual and mutual growth.
- Gaining new perspectives to recognize opportunities in changes and develop constructive solutions.

Systemic Relationship Counseling & Couple Coaching aims to empower people to make good decisions for themselves. This means becoming more self-aware, developing reflective thought processes and forming an authentic mindset towards your relationship and partner.

In contrary to selective conflict resolution, Systemic Relationship Counseling & Couple Coaching addresses deeper topics that affect the relationship and, in addition to current challenges, also sheds light on past experiences and events that have an impact on the current relationship.

Systemic Relationship Counseling & Couple Coaching creates a space in which the psychological experience and underlying needs are brought into focus. In medium to long-term support, communication and dynamic interaction at relationship level are explored with the aim of finding ways to deal with differences. Resolving conflicts is not the primary goal here - dealing with them is more important.

Key Facts:

- Focus: Fundamental topics and needs, communication and dynamic interaction at relationship level, essential behaviors
- Past + present + future
- Medium to long-term support (usually 5-8 sessions)
- Comprehensive: Addressing underlying structures that influence the relationship as a whole



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COMMUNICATION & CONFLICT WORKSHOPS

Group Setting

"One cannot not communicate." - Paul Watzlawick

"Fighting well" is a skill that can be learned - it requires transparent, emotional communication and the development of safe communication and conflict rules. In communication and conflict management workshops, I teach the basics of non-violent communication (NVC) and provide relevant concepts and helpful tools.

This involves not only how to resolve conflicts, but also how to build an open and supportive dialogue culture.

Practical exercises and interactive methods strengthen the ability to manage conflicts in such a way as to ensure that they are not destructive, but can be used as an opportunity for personal and collective growth.

Key Facts:

- Focus: Learning transparent and emotional communication, developing safe communication and conflict rules
- Future
- Short-term support (usually 1-3 sessions)
- Practical exercises and interactive methods: What you have learned can be applied directly and practiced in realistic scenarios

I particularly enjoy working with these models:

- Nonviolent Communication
- 4-Ear Model
- 5:1 ratio pos./neg. interactions
- Stress Theory Model: Dyadic Coping