

# Training catalogue

Successfully  
navigating  
the future



**Strengthening skills together  
For your future success**

# Our trainings for your success

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## Your ★★★★★ training!

Great feedback for our communication training!

★★★★★ 5,00 of 5,00 stars referral and

★★★★★ 4,98 of 5,00 stars for the instructor.

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## F.A.S.T. Leadership Program



The F.A.S.T. Leadership Program is a direct application of neuroleadership in practice and is based on four key pillars of modern leadership: Focus – Accountability – Self-Management – Teamwork. The program aims to raise participants' awareness that they hold a management role – and to equip them with the tools to succeed in it. This integrated approach provides leaders with all the skills needed for effective and results-oriented business leadership:

### F – Focus

Focus all employees on shared business goals and clear, measurable results within defined timeframes.

### A – Accountability

Accountability means responsibility and reliability within one's own scope of work. Participants learn to embrace company goals and take full ownership of their contributions. Better-informed and more empowered employees act with greater motivation, a stronger results orientation, and significantly higher loyalty.

### S – Self-Management

Self-leadership and sustainability. Only when I can lead myself effectively can I lead others well. This module centers on self-awareness, understanding others, and building the ability to lead and collaborate with greater emotional intelligence and purpose.

### T – Teamwork

Team collaboration, mutual support, a positive work environment – and everyone rowing in the same direction. Participants learn how to identify synergies, align interfaces, and foster optimal integration. In today's world, effective teamwork is essential for lasting success.



Publication on the training:

The positive outcomes of the F.A.S.T. Leadership Program have been documented and published by Springer in the book:

*„Entwicklung von Führungspersönlichkeiten und Führungskulturen*

*Holistische und nachhaltige Entwicklungsprogramme“*  
edited by Prof. Dr. Corinna von Au. The publication demonstrates how the F.A.S.T. model leads to significant positive results for individuals and the broader organization.

## Empower your business

### Three Ways to Grow Your Business

In this seminar, participants explore three practical strategies for achieving sustainable business growth. Especially tailored to SMEs, these methods offer flexible approaches to entering new markets, expanding existing potentials, and aligning business strategy for continued success. The seminar guides participants step by step through using expansion, diversification, and innovation as strategic levers – and provides clear recommendations for translating growth into long-term results.

### The Key Difference in Organizational Change

Change is the only constant. That's why understanding how to communicate effectively during transitions is essential. This training helps participants identify the communication strategy best suited to their change context – whether planned or unplanned – and gives them tools for navigating transitions with confidence, clarity, and impact.

### Three Levers for Business Success

This seminar reveals the three most important levers for business success: optimizing internal processes, increasing employee satisfaction, and focusing consistently on the customer. Step by step, participants learn how to implement these strategies to boost efficiency, strengthen employee retention, and improve client relationships. The seminar includes concrete tools to support the implementation of a successful business strategy.

### Know Your Numbers

Numbers don't lie – but they do need to be interpreted correctly. In this seminar, participants learn how to understand and use the most relevant key figures in their company. From financial metrics and performance indicators to market analysis, the course shows how data can support strategic business steering. Participants gain practical tips and techniques to develop strong data literacy and make informed, data-driven decisions.

### BPM – Business Process Management

Business Process Management (BPM) supports decision-makers in optimizing internal processes to better align with customer needs and strategic objectives. Efficient and effective processes boost productivity, reduce costs, and improve satisfaction among both customers and employees.

In this two-day seminar, you will first explore BPM principles, tools, and methods. The second day focuses on practical application and developing individual action plans tailored to your organizational needs.

## Process Optimization for Leaders

Boost efficiency, eliminate waste. This training equips leaders with the fundamentals of process optimization, covering Lean Management, Six Sigma, and Kaizen. Participants learn to identify bottlenecks and inefficiencies using proven tools such as value stream mapping, Ishikawa diagrams, and the 5S method. A special focus is placed on leadership's role in change management: How to motivate teams and overcome resistance. Participants leave with a customized optimization plan ready for immediate implementation.

## Continuous Process Improvement

Establishing a culture of excellence. This training provides a hands-on introduction to continuous improvement (CI) philosophy and guides participants through designing a sustainable improvement program within their company. Learn how to foster an organizational culture that inspires active participation, ongoing development, and measurable success. Tools for tracking progress and scaling improvements are included to help build a resilient, future-ready business.

## The Power of Optimization

Participants discover how to drive profitability and efficiency through the continuous optimization of business processes. From in-depth process analysis to identifying improvement potential and implementing effective changes, this seminar equips you with the tools and confidence to enhance performance and competitiveness.

## Leading in the Digital Age

### Agile Leadership with OKR: Objectives & Key Results

Objectives and Key Results (OKRs) are an agile goal-setting framework that works well for organizations of all sizes – from individuals and teams to entire companies. Especially for SMEs, OKRs offer a flexible and effective approach to achieving goals.

In this seminar, participants will learn the fundamentals and principles of OKRs and understand how they differ from traditional goal-setting systems. Step by step, they will explore how to implement OKRs successfully – from planning and execution to monitoring and review. Common challenges are addressed through practical examples, and expert tips on tools and techniques help participants formulate clear, measurable objectives and track progress effectively.

This seminar provides a strong foundation for embedding agile leadership into your organization and taking goal achievement to the next level.

## Generational Transition

Succession is one of the greatest challenges facing family-run businesses. In this seminar, participants learn how to successfully transfer leadership to the next generation. All relevant aspects of succession planning are covered – from identifying suitable successors to ensuring legal and financial security. The seminar provides practical, experience-based solutions and expert tips to help make generational change smooth, transparent, and sustainable.

Each of these seminars equips participants with actionable methods and practical approaches they can apply directly in their organization.

## Paths to Agile Management

For companies, agility means being able to thrive in an environment shaped by constantly – and often unpredictably – changing customer demands. This training provides participants with essential tools and techniques to successfully adopt agile (project) management in the digital era.

## Successful Change Management

“Change is the only constant,” said Heraclitus of Ephesus – and it’s more relevant today than ever. In this seminar, you’ll learn how to prepare your team or organization for change and digital transformation. You’ll explore what measures ensure a smooth and effective change process and how to lead transformations successfully from beginning to end.

## Productivity and Creativity

It’s a myth that productivity and creativity are opposites. In fact, they go hand in hand. Focused work creates the space and clarity needed to combine knowledge in creative ways. In this course, you’ll discover how to boost your productivity by leveraging your creativity – and enjoy the process along the way.

## Design Thinking

Google, Apple, Samsung, Microsoft and many other major players have embraced Design Thinking – integrating its principles into their innovation processes.

In this training, you will learn how to apply the five core phases of Design Thinking in a practical and business-relevant way:

- **Empathize** – Understand and connect deeply with users
- **Define** – Identify user problems, needs, and key characteristics
- **Ideate** – Challenge assumptions, develop creative ideas, and solve problems through innovation



- **Prototype** – Develop concrete solution models
- **Test** – Experiment, validate, and improve ideas based on real-world feedback

You'll walk away with the skills to implement Design Thinking successfully in your organization – to drive innovation and better meet user needs.

## Making, Implementing, and Monitoring Decisions

Decision-making is one of the most important – and often most challenging – responsibilities in leadership. This training shows you how to make the right decisions, communicate them clearly, implement them effectively, and monitor their execution.

You'll learn proven techniques to make confident decisions and translate them into sustainable results.



## The Foundation of Digital Transformation: Self-Organization

Digital transformation demands new ways of working. Creativity, critical self-reflection, and the ability to organize and manage oneself effectively have taken on a whole new level of importance. Focused, clearly structured, and goal-oriented work is now a core skill – without it, navigating everyday challenges is no longer possible.

Work quality, productivity, and personal fulfillment all benefit from consciously aligning your attention. Only when you're well organized will you have the time and clarity to engage with your colleagues, team members, or employees – making you a better team player, colleague, and leader.

Course duration: 2 full days, with exercises between sessions to ensure sustainable implementation.

### Module 1:

You'll discover which hidden patterns are holding back your productivity and what's getting in the way of your intentions. Together with the trainers, you'll learn how to outsmart these internal barriers.

You'll also reflect on what you really want and what balance looks like between peak (self-defined) productivity and your ideal work rhythm. You'll analyze what's behind your productivity losses and time-wasters – and learn how to deal with them effectively.

Between modules, you'll apply the learnings and find the approaches and tools that work best for you in practice.

## Module 2:

A deep-dive into tools, strategies, and the right mindset for achieving productivity the way you define it. You'll discover new methods and receive practical insights into how to boost performance and clarity.

You'll learn to uncover hidden obstacles and dynamics that limit productivity – and receive tailored feedback to help you develop your personal strategy for sustained implementation.



## Lead agile

Agile leadership is a must in times of constant change and uncertainty. Only through the flexibility that agile management systems and structures offer can organizations respond effectively and successfully to the challenges and unpredictability of today's market.

Topics include:

- Agile organizations – key elements, structures, features, and methods
- Hands-on agile tools – explored through real business examples
- From Scrum to Holacracy variants and Working Out Loud
- Organizational development: transitioning from traditional to agile systems
- What is leadership's role in agile environments?
- Do we still need leaders – and what kind?

This training empowers leaders to guide transformation with confidence, clarity, and collaboration.

## Co-Creation

Co-creation means collaborative creativity. Originally used to describe involving customers in the development of new products and services, co-creation today refers to the interdisciplinary collaboration of diverse professional fields – especially within product development and innovation processes.

It's a method that now complements or even replaces traditional agile approaches in many organizations – unlocking innovation through collective intelligence and shared ownership.



## Digital Transformation - Make it happen

Digital transformation is not just an IT issue – and it's about much more than going paperless. At its core, it's about understanding digital processes and data structures, and recognizing the difference between true digital workflows and merely digitized paper-based ones.

Every transformation begins in the minds of people – and that's especially true for digital transformation. In this training, we learn to view the organization as a system and to understand the value of standardized processes in improving efficiency, productivity, and reducing the burden on business owners.

We'll also explore modern collaboration tools and workflows that can drive and support meaningful digital change.

Our guiding principle: Start lean and keep it simple!



## Change it!

"Nothing is as constant as change"... Heraclitus of Ephesus already knew that. Digital transformation has less to do with IT than most people think. A successful digital transformation requires well-managed change – especially in the minds of everyone involved.

In this training course, you will learn how to prepare your team or organization for change and what accompanying measures you can take to ensure that changes are successfully implemented.

Change it – how to successfully bring change to the streets.

## Developing Employees

Employees are at the heart of any successful company. In this seminar, participants will learn how to support their employees in a targeted way and actively develop their potential. They will learn how to foster a culture of continuous development in which individual growth and business objectives go hand in hand.

Using practical techniques in feedback, coaching, and goal setting, managers will learn how to retain employees in the company long-term and encourage them to perform at their best.



The exercises and techniques I learned helped me work more consistently toward my goals and use my strengths more consciously.

The trainers gave me great support.

Thank you very much for this enriching training!

Evelyn Selva

HGV – South Tyrolean Hotel and Restaurant Association

HGV-Service – South Tyrolean HGV Service Cooperative

## Leadership

### Successfully Conducting Performance Reviews – Success Through Clear Communication

In this practice-oriented seminar, managers learn how to conduct employee evaluations in a focused and constructive way. The focus is on how to give effective feedback, clearly communicate expectations, and jointly define development

goals. The seminar provides numerous practical tools to motivate employees, reflect on their performance, and agree on concrete steps for further development.

Through interactive exercises and practical examples, participants will acquire the skills needed to handle difficult conversations and foster positive communication within the team.

This seminar helps managers strengthen employee loyalty and establish a culture of open, solution-oriented dialogue – resulting in greater motivation, performance, and collaboration within the team.

## Successful Conflict Management for Managers

Managers are exposed to many potential sources of conflict: between employees, between themselves and their team members, between colleagues, and even with their own superiors. As a leader, you are particularly called upon to manage conflicts actively and constructively – both as a moderator and as a participant.

Learn effective techniques for handling conflicts and train solution-oriented attitudes and behaviors so you can respond appropriately in difficult situations and maintain your inner balance.

## Advanced Conflict Management Training for Managers

Building on the seminar “Successful Conflict Management for Managers”, this training focuses on the specific application of individual conflict resolution styles in difficult and emotionally challenging situations. Many practical examples and role plays will be used to deepen what has been learned.

## Leading and Managing in Difficult Situations

The main objectives of this seminar are to enhance personal leadership and communication skills, especially in performance reviews (motivational and critical evaluation meetings).

Topics include: recognizing leadership as a communication task, learning to better understand one's own and others' behavior, gaining insight into challenges in interpersonal interactions, identifying, reflecting on, and potentially changing leadership styles and management tools, designing meaningful team meetings, and practicing performance reviews (motivational and critical conversations).

## The First 100 Days

The first 100 days are among the most crucial in a new (leadership) role. In this seminar, you will learn how to use this period to lay the ideal foundation for success—with your direct manager, your employees, as well as with colleagues and other stakeholders.





## From Colleague to Manager

And suddenly, former colleagues become your employees. Now what? In this training, you will learn how to deal with potential rivalries and how to manage existing friendships. You will also learn how to maintain the necessary distance and mutual respect. The course includes tips and tricks for managing conflict situations. This will enable you to work successfully and confidently in your new role from day one.

The content of the seminar was well tailored to our needs, and we were able to take away many valuable insights. During the seminar, we had the opportunity to discuss our daily challenges in depth, and Mr. Pohl gave us valuable advice and practical tips. We now have the tools to handle complaints with confidence – thank you very much!

*Katrin Mitterer*  
*Member of the Board of Directors*  
*Technomag SpA*



## Female Leadership Training Program

Leadership positions in companies are still predominantly held by men. In this course, leadership topics are approached specifically from a female perspective. To strengthen your skills as female leaders—alongside your professional expertise—we will also address the particular challenges that often arise for women. You will receive advice, resources, best practice tools, and methods to help you manage the demands of your role and leverage your feminine strengths to your advantage. Naturally, we will also use these days to foster networking among women.

Duration: 2 x 2 days + 1 individual coaching session per participant

## Development Dialogues & Gen Z

Generations Y and Z present managers with entirely new challenges when it comes to motivation and leadership.

Development dialogues replace traditional performance reviews and help you motivate and develop your employees, continuously improving their performance and loyalty to the team and the company.

The development dialogue responds to today's societal needs for more drive, mutual respect and appreciation, increased flexibility, and constant change that challenges the work environment.

Through development dialogues, you foster collaboration, joint goal achievement, and increase your team's performance.

## Training Course: Get & Keep the Best

Employer branding is a buzzword—but it takes more than just a good image to find (and keep) the best employees for your company.

Get the best out of your recruiting by developing your employer brand, appeal, and image in Module 1. Discover what makes you unique and how to best communicate this to potential employees.

Module 2 continues with all aspects of employee retention: mission statement, employer values and philosophy, onboarding of new employees, and the "well-being code" (leadership and management in employer branding).

The final part, Module 3 – Focus on the individual, dives deeper into Generations Y and Z, employee and career development, empowerment, and mentoring.

## The VUCA and BANI World – The Era of Change

We are currently living in a VUCA world. VUCA stands for:

- Volatility: the number of changes is increasing.
- Uncertainty: there is no certainty about the future.
- Complexity: not all influencing factors are tangible.
- Ambiguity: there is no single right path.

What does VUCA mean for my company? How do you as an entrepreneur/manager deal with it? And how does your organization address it? What does it mean for your strategy and future direction?



## Coaching Tools for Professionals

Benefit from coaching tools for professionals – brain-based coaching rooted in neuroscientific principles. Focus on the process and treat result orientation as your key objective. You will receive additional tools for:

- Coaching during change processes
- Meaning and values – coaching situations and "genius work"
- Professional and career coaching
- Personal productivity
- Techniques to strengthen self-confidence
- Making good decisions
- Coaching in conflict situations
- Coaching for greater balance and well-being
- Constellation techniques in individual coaching
- Intuitive coaching
-



I would like to sincerely thank you for the two days of training and especially for the valuable personal advice you gave me.

Your ability to make complex concepts accessible and applicable to everyday life was truly enlightening. Thanks to your clear explanations and practical examples, I gained numerous insights that have improved both my professional profile and that of my team.

Every training session I attend with you is a top-quality learning experience.

Thank you again for your guidance and support.

*Fabio Zambon  
Global Head of Product Development  
Clivet Group*

## Coaching as a Leadership Style

The traditional management style – telling employees exactly what to do – often no longer works today and fails to deliver the desired results.

The new style of leadership is coaching. Only leaders who enable others to grow will be successful in the future.

If you're a leader struggling to keep up or on the brink of burnout, then coaching as a leadership style is for you. This course teaches leaders how to coach their team members to reduce stress and increase productivity. Participants learn how to become more effective leaders and help their employees reach new heights.



## Successfully Implementing Reorganization and Change Management Projects

Reorganization and restructuring: more relevant today than ever.

In this training course, you will learn how to prepare your team or organization for change and digital transformation, and which accompanying measures you can take to ensure that changes are implemented successfully.

Change always begins in people's minds.

Learn to view the organization as a system and to recognize the importance of effective project management for the efficiency, productivity, and well-being of everyone involved.

By combining these two topics, you will be able to properly initiate your reorganization project and successfully implement it through targeted project management.

## Business Problem Solving

Solving problems and making sound decisions is one of the most important tasks for any manager. In this training course, you will learn how to move from identifying the problem, setting priorities, and analyzing root causes to developing a range of possible solutions.

Evaluating these potential solutions and deciding on the most effective one are the next steps in the process. Finally, you will learn how to successfully plan and implement the chosen solution.

## Life-Stage-Oriented Leadership: From Baby Boomers to Generation Z

Five live online training sessions for all managers, each lasting 2 hours, with specific content on how to successfully lead employees from different generations.

The course explores the differing values and needs of each generation and how to develop tailored strategies to motivate and integrate each into the team.

Managers will learn to recognize the expectations, desires, needs, drives, motivations, and goals of other generations to ensure business success, despite changing management perceptions.

### Module: The Veterans

Veterans grew up with the motto "Work first, then play," and many Western countries owe their prosperity to them. They have clearly defined values—especially in relation to leadership and work.

### Module: The Baby Boomers

The Baby Boomer generation often had to choose: career or family. For many women, in particular, the decision was clear. The resulting needs and motivations of this generation are the central focus of this module.

### Module: Generation X

Generation X is often referred to as the "sandwich generation." Many of them tried to balance work and family life, and their values and needs are shaped accordingly.

### Module: Generation Y

For the first time, a generation of individualists was able to express themselves as individuals. This has shaped their values and expectations—and presents a new challenge for managers.

### Module: Generation Z

Generation Z—or Millennials—are increasingly entering the workforce. Their values and life plans are often the complete opposite of those of the Veterans and Baby Boomers: leisure time and the meaning of work are more important to them than work itself.



## Business Conversations

### Basics of Communication

Communication is the most important tool in our (professional) daily lives. But communication is much more than just talking. In this training course, you will learn the fundamentals of verbal and non-verbal communication and how to use them correctly and effectively.

### Nonviolent Communication

Nonviolent Communication, developed by Marshall B. Rosenberg, enables you and your colleagues to communicate more effectively with one another. This approach helps prevent or resolve many conflicts and fosters greater trust and enjoyment in working together.

### Successful Communication with Difficult Personality Types

In this seminar, you will be introduced to the four personality types according to the Insights® Discovery model. You will learn the traits and behaviors of each type and practice how to communicate and collaborate most effectively with each of them.

### Successfully Managing Workplace Conflicts

In this seminar, you will learn about different conflict resolution styles and which approaches are most useful in various conflict situations. You will also develop a new personal style for resolving conflicts—one that goes beyond settling for a "lazy compromise."

## Personal Development

### High Performance Mindset

Success starts in the mind. In this seminar, participants will learn how to take their own performance—and that of their team—to the next level by developing a high-performance mindset. Using practical techniques and approaches from positive psychology, managers will learn to optimize their thought patterns, overcome obstacles, and reach their goals with focus. The seminar lays the foundation for acting as resilient, motivated, high-performing leaders.

## Manage Your Emotions

Emotional intelligence is a decisive success factor for managers. In this seminar, participants will learn how to better manage their own emotions and remain confident in challenging situations. They will understand how emotions influence behavior and decision-making and how to use them purposefully for successful leadership. With practical exercises and techniques, participants will strengthen their emotional self-regulation and further develop their leadership skills.

## Managing Pressure at Work

In this seminar, you will learn how to successfully manage pressure and stress. On one hand, you'll get to know short-term strategies for dealing confidently with stressful situations; on the other, you'll explore long-term techniques to build lasting resilience against stress.

## Resilience Training

Some people don't lose their head even in the face of failure. They bounce back quickly from setbacks and emerge stronger. This is due to their resilience: an inner strength that helps them stay steady in difficult life situations. In everyday working life, this means staying strong and composed despite high demands and complex working conditions—and growing personally from adversity.

## Resilience Training 2

Due to the great success of our initial resilience training, we now offer an advanced course on the topic. This course deepens the tools and techniques from the first training and presents new approaches to further build and strengthen personal resilience.

## Genius Productivity

Genius productivity—and enjoying life to the fullest. Productivity is desirable. Always. Everywhere. After all, being productive makes sense. That's why we've created a training course that dives deep into the topic of productivity and explores the most important tools. We take a close look at how your thoughts influence your results—and how changing your mindset can help make things work in your favor.

## Tell Me, How Do You Do It?

Women—and especially mothers—carry many responsibilities in their lives. Balancing family and work without losing sight of their goals is the focus of this course. Especially designed for women returning to work after maternity leave.

## Authentic Speaking for Women

In this workshop designed specifically for women, you will learn how to consistently and effectively use your greatest resource—your natural talent. You'll learn to be persuasive and to communicate your message in presentations and speeches in a way that continuously grows your audience.

Trainer and peer feedback will give you maximum clarity about your message. You'll learn how to incorporate your personal story (storytelling) into your presentations. Techniques from singers, dancers, and professional speakers will be taught and applied.

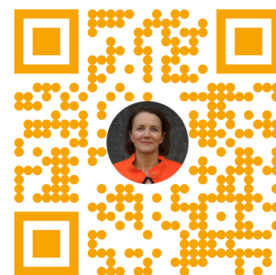


The employees are enthusiastic and motivated to implement the innovations after your seminar. Shortly afterward, I even received positive feedback directly from customers who approached me on the street – thank you!

Florian Peer  
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