



PIDP®

Personal Identity Development Process

**A powerful, compact and motivating
approach that drives your aims and
future objectives**

Ideally suited to
Visionary and Proactive People
Leaders
CEOs, Directors, Managers, Executives
Entrepreneurs, Freelancers
Sales staff



Testimonials

*“Not only is Hans-Peter a great facilitator but his PIDP is **completely unique and fascinating**. As a Coach, I needed to identify the direction in which I wanted to take my business. The process was in-depth and challenging. It took me **on a journey of self-discovery and change** that was quite profound and one that I don't really have words for. Ultimately I'd say the process kick-started a change within me that led me to finding a new direction in both my personal and business life.”*

Cecilia Granstrom, London (UK)

*“In just a few hours I got a clear picture of myself, my life and my targets. - The method **is a smart way to learn and to understand oneself**. Highly recommended!”*

Axel Gallasch, Fürth (Germany)

*„I have wasted so much time by not having done this sooner! Hans-Peter's method enabled me to create clarity around how to continue to develop and to grow my business from a regional operation to a global one. **One year on I am still making decisions based around the results** produced during my personal identity development workshop.”*

Martin Hörtig, Bayreuth (Germany)

*„This was **a unique opportunity to spend a lot of time thinking about what drives and motivates me** and why I am the person I am.”*

Kevin Caulfield, Marlow (UK)

*“I found PIDP to be a completely unique experience. Being able to create and develop my personal mission and vision was extremely insightful. Each stage of the process enabled me to get a clear view of who I am, what I want and what I need to do to achieve my goals, both personally and in business. **I was surprised how easily I was able to change my behavior and implement the actions identified afterwards.**”*

Martin Hauck, Ronsberg (Germany)

*“Wow! What a process!! Everyone should have a mission statement that fits them perfectly like your very best outfit that you look fabulous in. Hans-Peter works with you with the precision of a couture tailor - until both you and he know that the statement is simply perfect for you. **The surprise and delight when you realize: Yes! This is me – This is who I am!**”*

Lorraine Moore, Dublin (Ireland)

PIDP®

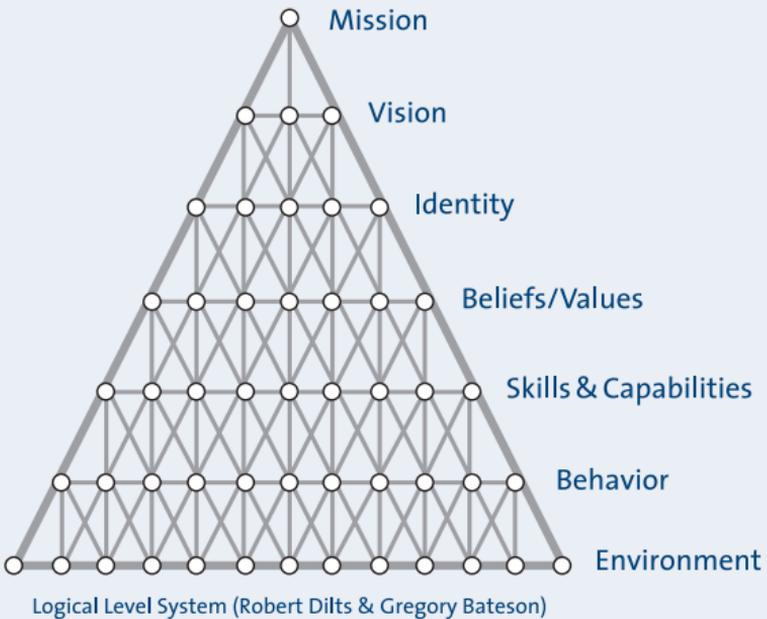
Personal Identity Development Process

Identity is a dynamic process.

PIDP® enables you to develop and emerge an authentic, sustainable identity or to adjust your current identity to a perfect fit. The dynamic and accelerated nature of PIDP® gives you the opportunity to anticipate forthcoming developments and rapidly catch up on missed ones.

PIDP® is a process of identity development for individuals that enables you to drive your objectives forward and to pursue your visions. PIDP® is „identity work“. ID work is an emerging new format, which, in terms of methodology and impact, goes far beyond methods such as training, coaching or workshops.

Approach



Based on the model of the Logical Levels of R. Dilts and with the help of our methods of development and alignment, you will establish the individual elements of your identity, step by step, from your mission to the environment that will enable you to live your mission and achieve your vision. You will then integrate those elements together, to create a harmonious and individual whole. You will remain the owner of your process at all times. Your PIDP® coach is your facilitator who will catalyze and accelerate your identity work. By applying a wide range of methods, your coach will align your new identity perfectly with your strategy to create your future.

Impact

PIDP® is a highly intensive process that accelerates and supports the natural identity development process that normally takes one or more years, compressing it into just one day. Not only will this process allow you to reorganize your personal development, catch up with missed decisions and anticipate future ones, but it will also enable you to create a sustainable structure for your life and to actively shape your future!

PIDP® reveals incongruities in your model of life and enables you to solve them. The result is sustainable clarity about who you are, what you want and how you intend to achieve it. You will experience total congruency of your individual strategy and your personality.

Once you have completed your PIDP®, you will be able to express your identity clearly in words. You will be the person you dreamt of being: clear, focused, powerful and authentic!

Why PIDP® is so effective

- We see "identity" as the combined action of many elements of your personality as one complete whole.
- The process values and incorporates your individual personality and experiences.
- PIDP® follows the natural identity development process.
- We employ a wide range of methods (systemic and solution-focused coaching, certified NLP skills, certified clean language & symbolic modeling and more), combined with the high degree of competence and empathy of the coach.
- We continuously monitor the authentic balance between body language, expressed emotions and spoken words.
- We do not give advice. We enable you to unlock your own individual ability to find the solution that is perfect for you.
- PIDP® follows a practical approach that will shape the course of your future and will provide you with the tools you need to achieve the future you want.
- We work hard in order to help you to develop solutions that meet with your full satisfaction. No compromise shall prevent you from being 100% satisfied with the result.
- PIDP® is an innovative, multidisciplinary and compact format that goes far beyond established personality development methodologies.

Areas in which PIDP® is beneficial

- Focused identity development
- Before, during or shortly after a reorganization in your personal or business life: new position, new assignment, new hierarchy, change of family situation
- Gaining clarity for forthcoming decisions or within a leadership role
- Business strategy planning, annual planning
- Setting up a business
- Career planning, decisions regarding your own individual life course
- The integration and balancing of seemingly contradictory visions of your future and life or of various roles and identities
- The (re)discovery of intrinsic motivational factors and how to activate these in a sustainable way
- The accelerated realization of your visions
- To discover the purpose of your life

PIDP® is aimed at

All those who are active designers of their future and take responsibility for shaping their own future.

- Leaders
- CEOs, Directors, Managers, Executives
- Entrepreneurs, Freelancers
- Sales staff
- ... Visionary and proactive people

Duration and location

PIDP® takes one to two days and can be repeated and updated annually or at longer intervals.

For your PIDP®, you can select an undisturbed location of your choice. We can carry out your PIDP® in your office, at your home, in our office in Sulzberg or at any neutral, inspiring location.



Hans-Peter Wellke

Your partner for Change and Development



*I am your facilitator
on the road to
realizing
your visions.*

*Your individual
success is my aim.*

- Born in Munich in 1965, Hans-Peter Wellke originally trained in banking and also holds a degree in Business Education
- A facilitator since 1984 and a staff trainer since 1990, Hans-Peter Wellke became an independent business consultant in change processes, a staff-development trainer and coach in 1996

Additional training and qualifications

- NLP (certified by R. Dilts, J. De Lozier; USA)
- Clean Language Facilitator (certified by J. Lawley, P. Tompkins, W. Sullivan; London)
- Solution-Focused Brief Therapy (I. Kim Berg, S. de Shazer)
- Systemic Coaching (B. Schmid, Wiesloch)

Our clients include

Daimler, ept, Hörtig air tube systems, MB-technology, Huhtamaki, Siemens Real Estate, Siemens, swb AG, TREND MICRO, trend:research, T-Systems ...

We would be pleased to put you in touch with our clients.

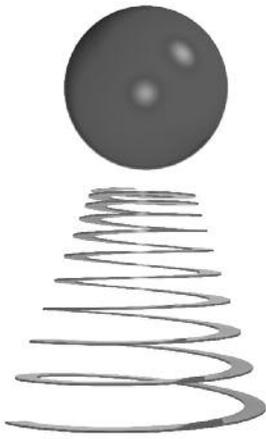
Other services

- Corporate Identity Development Process (CIDP®) (for teams, departments and companies)
- Goal-oriented facilitation for companies, executives and their teams in development, change and growth processes
- Personal coaching and telephone coaching

partner für personalentwicklung
hans-peter wellke



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Accelerated Motion in Personality Development

Hans-Peter Wellke is a trainer and coach for personal and personnel development. He has developed a practical approach to personality development called PIDP (Personal Identity Development Process). It is a unique method for individuals who actively want to shape their lives and noticeably accelerate the realization of their visions. In this way, Hans-Peter has successfully coached numerous executives, entrepreneurs, sales managers, employees and private persons throughout Germany and worldwide. According to the coach's experience, "the dynamic and accelerated nature of PIDP is a great opportunity for individuals to pursue their visions in a few days that would otherwise take them years to accomplish". How does PIDP work? Edith Rayner from the German business magazine *Allgäuer Wirtschaftsmagazin* spoke with Hans-Peter Wellke.

Allgäuer Wirtschaftsmagazin (AWM):
PIDP is a dynamic method aimed at accelerating the personal development process of individuals. How does this method actually work?

Hans-Peter Wellke: PIDP is a powerful, compact and motivating approach that drives your aims and objectives. During the coaching session, the participant intensively deals with his mission and his vision. It's the coaches' job to continuously subject him to questions so as to keep track of the following: Does your answer increase or decrease your energy levels? Do you really want to accomplish this vision? PIDP offers answers to personal issues such as "Who am I?"; "What am I?" or "Who do I wish to be?". During a PIDP session, the individual thoroughly deals with his mis-

sion. In the course of our coaching I will be able to pinpoint any contradictory answers that might emerge. That's where the mental block is. Using PIDP, I am able to uncover discrepancies in the person's life and support him in establishing his own solutions.

AWM: How do you dissolve these mental blocks or personal discrepancies?

Wellke: By reviewing each proposition for authenticity. In doing so, it's not only important what a person says but how it is said. I scrutinize language and body language. For example, if someone says "Yes" and is simultaneously shaking his head, it's not authentic. That's where I step in. But I don't offer solutions. The solution emerges from the client himself.

A close-up portrait of a man with short, dark hair, smiling slightly. He is wearing a dark suit jacket, a white shirt, and a striped tie. The background is dark and out of focus.

“Identity Development is a powerful process to develop a more charismatic personality, and to focus more clearly on the realization of your vision.”

Hans-Peter Wellke.



PICTURE: ULRICH HAAS

“All client solutions are based on keen observations and enquiries.”

By asking specific questions, the individual will, for example, change his beliefs. Thus, his answers will deliver more clarity, motivation and appeal. At the same time, together we will develop the framework conditions which are paramount to accomplishing the client's vision. Questions of a suggestive character is a no-go in this context; all solutions are based on keen observations and enquiries.

AWM: PIDP seems to have a lot to do with identity development. What does it mean?

Wellke: Developing one's personal identity is a continual, natural process of re-producing oneself; at the same time, it's an ongoing adaptation process to one's personal environment. Some people resist adapting themselves or their identity to changing environmental conditions; they merely copy themselves. Others re-act and adapt subsequently. Yet another group of people develop their identity pro-actively. Identity development is a process facilitated by a PIDP coach in which the client takes a future-oriented look at his own personal identity – with a view to actively developing and shaping it.

AWM: Can you give us some examples to illustrate this point?

Wellke: The term identification illustrates how nature is a driver of identity development in one's personal development: Identification comes from the Latin term “idem

facere”, meaning “to do the same thing”. For instance, if a cook prepares a meal for a whole village, he is not automatically a chef. However, if he repeatedly does his job well, loves it and people keep asking for his services he becomes the “village chef.”

His motivation is therefore driven from outside, as well as from the inside; it will instigate a development process.

Secondly, identification means becoming part of a group whilst clearly establishing your boundaries. If someone is driving a car he cannot ride a bike at the same time. In the course of our identity development process I take a close look at: Who does this person want to be? What is his mission? We're looking for old, buried or new parts of his mission on which the client has based his motivation in life. In doing so, we undergo many repetitive cycles. During this process, a client may possibly deal with his mission up to 200

times per day. That is active personality development. Subsequently, you will be the person that you want to be.

AWM: The terms mission and vision keep re-appearing. Could you explain these in more detail?

Wellke: Here are two examples: You're sitting in a boat, powered by a 300 HP engine. The engine is your mission. The identified light house is your vision. On the way to your destination you're passing a lot of buoys. These are your targets. The engine is driving you forward; the vision is pulling you closer, giving you orientation. Both are supplying you with energy. The buoys are landmarks, showing you how closely you've been realizing your vision. Your mission might also be: "I enable people to live a life which broadens their horizon." Your

corresponding vision could be to build sky scrapers as an architect and to put your children through the best schools.

AWM: Is it really possible to accelerate in just a few days the process of an individual's personality development that would normally take years?

Wellke: Yes! If the person is prepared to subject himself to it. Without exception, all participants undergo further personal development; they will obtain a clearer picture of themselves. Those who are prepared to participate in PIDP will gain a more powerful, charismatic personality; they will be able to focus more clearly on the realization of their visions. PIDP is a conscious and lasting way to clear, focus, accelerate, or re-direct an individual's life.

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Michael Piesbergen participating in PIDP coaching.

Testimonials

"Thank you for last week's coaching. Having the opportunity of participating in a two-day PIDP session was a great gift indeed! The mission we established together has become like a mantra for me – not only in my head but as deep-seated knowledge centered in my body and in my life."

**Anna Hoffmann,
Consultant, Munich**

"Working on my mission and my visions was very demanding but highly effective. You successfully facilitated a process in a couple of days that would otherwise have taken me years to accomplish. It has been my most effective coaching so far!"

**Michael Piesbergen,
pi-punkt.design, Kempten**

"Hans-Peter's PIDP method has helped me to more clearly focus on my aim and purpose in life. I successfully established those aspects that are determinants in my life – and recorded them on paper."

**Margot Siedersberger,
Cometa Allgäu, Kempten**



Hans-Peter Wellke is active instructing coaches in the PIDP method. The first licensed and certified Personal Identity Coaches, from left: Heidi Herbig, Gunnar Bremer, Bettina Wellke, Hans-Peter Wellke, Heidi Kablitz and Mike Meister.

PICTURES (2): RAYNER

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