

# Those who row do not see the bottom



Bewusst beobachten  
in Beratung und Führung –  
trotz Handlungsdruck

Only available in German.

Conscious observation in guidance and leadership - despite pressure to act

Dietmar Nowotka presents "Observing Squared (BiQ)", a thinking principle that he uses in his work as an observation tool so that counsellors and people who take on leadership responsibilities in different roles come up with more effective and better solutions.

Due to the changes in our living and working environments, we find ourselves in a state of too much information, crises and change. We expect one thing above all: quick solutions.

This book shows how it is possible to arrive at better and more effective solutions, especially in leadership and counselling. The key to solving our problems lies not first in doing, but in observing and thinking. We will not meet complex challenges through more actionism, but only through differentiated observation.

BiQ stands for observation squared and is the symbol for criteria-guided observation, which you will get to know in this book. The "BiQ model" is taught in all coaching and supervision trainings and has a high effectiveness especially in the contract phase and clarification of assignments.



[Dr. Dietmar Nowotka](#) is Managing Partner of Progressio Consulting GmbH. He has been working as a supervisor, coach, organisational consultant and trainer (EASC) for 16 years. You can find the book in bookshops nearby.