

Simone Janson (ed.)

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Take off Again

*Stop fears
& doubts
& sabotage,
learn
mindfulness
potential &
resilience,
strengthen
your self-
confidence,
use crises as
a chance for
change,
achieve
goals*



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Profound Expert Knowledge, Quality Assurance and AI: The Concept of Publisher of the Year Best of HR - Berufebilder.de®

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Imprint

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because maybe you have been doing something different for years, looking after children or parents in need of care, but maybe you have also taken a break with a trip around the world. And you still want to start your career again, dare to make a real comeback, do your old job or do something completely different. Congratulations, that's great, but often anything but easy. In the minds of many employers, the image of the career path that has been firmly mapped out since vocational training still persists. Time off and sudden job changes, regardless of the circumstances, can prevent people from returning to work. But above all crises and changes can also be an opportunity for a real comeback. After all, many people are dissatisfied with their work, would like to exploit their full potential and recognize which career path suits them better. This book accompanies the new beginning: It shows opportunities and change possibilities as well as self-blockages and helps to overcome the fear of the next step. There are also specific tips for a successful new start in your career.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

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entrepreneurial activities, and the possibility to earn money with our publishing house - reading our books can provide you with financial benefits in various ways.

TALK | Manager and mother Sophia von Rundstedt: "I can only laugh about the term raven mother."

// By Simone Janson

Sophia von Rundstedt runs a company with 300 employees and has two children. An interview about old role patterns, organizational skills, the wrong behavior of bosses and the right decision.

Sophia von Rundstedt heads the family business of Rundstedt as CEO and sole managing director since 2011. She initially worked as a lawyer for corporate and corporate law, mergers and acquisitions as well as private equity transactions in an international law firm. 2003, she joined the company as a customer advisor, where she was, among other things, branch manager in Frankfurt and a member of the management team of her father, Eberhard von Rundstedt, before taking over the presidency.

Frau von Rundstedt, [recently an employee was dismissed in an agency](#), right after returning from six months parental leave. Is this now a step forward that it also meets men or does it rather show how retrogressive companies are?

This shows above all that both sides have not communicated sufficiently in advance.

What could have been bettered by communication?

Then the boss and co-workers could have made an informed decision together. When it comes to parenthood and how long you take it, everyone, whether man or woman, must ask: What is important to me? And what are the consequences of my decision?

Is it important for me, for example, to be with my child around the clock in the first year? So important, that I take for the job of missing the connection professionally?

You have to understand companies that they can not simply give up their employees. A lot can happen in a year as well. It is called to weigh together and find suitable models.

Is not that something idealistic? Most women would never admit their children's wishes to the boss.

Yes, unfortunately the topic is still a big taboo. It is also due to the rigid laws, which allow little flexibility. For example, employers are not allowed to ask about

the topic for reasons of discrimination, but it is important to find flexible solutions together.

I always think of a friend who worked in the legal department of a pharmaceutical company. When she was parental in the fourth month, her boss announced. This gave them the opportunity to take over this leadership position.

So she sat down with her superiors and found the following solution: On three days she was already around 14 clock, but was then in the evening between 18 and 22 clock again at work and attainable. On the other two days, her husband took care of the child.

Part time was not possible?

Studies have shown that part-time work is often a career trap. You can only make it to the top with above-average commitment.

However, leadership positions also offer greater flexibility and you can coordinate your appointments better. Only in DAX-boards is it then again different.

Speaking of DAX companies: Are you for or against the women's quota?

Absolutely for it. There also has to be some social change and we need female role models in key positions.

I even go a step further: there should not only be a quota for members of the supervisory board, but also for the boards, which directly control the companies.

According to a current [US-Studie](#) female careers often fail because of bosses and role models ...

There is the beautiful and unfortunately appropriate saying: employees come to companies, but they leave bosses.

In fact, managers should take an active part in how they can promote the strengths of their employees, which is often neglected.

In turn, employees are also asked to express their strengths and objectives actively. Without wanting to repeat myself: a constant dialogue is important. And the courage to look for a new job, if the conditions are no longer right.

You yourself have two children and run a company with 300 employees - how do you get that under a hat?

This is, above all, a question of the organization: My travel activity, for example, is limited to Germany and I adhere to the rule of not being more than two nights a week. Since my partner also leads a company, we have to find compromises here.