



With passion to success and RoE!

» Steffen Chalupny talks to... Kelechi Onyele

6/17



Steffen Chalupny, Managing Director of the Bevermann Group and the Bevermann Academy, is an acknowledged expert and value creator in Corporate Training. He places special emphasis on the method of Return-on-Enablement (RoE), i.e. enabling staff and organizations doing right things right – successfully.



Kelechi Onyele, athlete, professional dancer & choreographer for celebrities like Kylie Minogue or Xavier Naidoo, television juror and owner of PLATFORM DANCE STUDIO, Keynote Speaker, Business Coach, German Football Association authorized trainer for teambuilding, mobility, personal leadership, motivation and personal development.

It is common sense that leading a team is one of the most crucial competences of executives. But is it already incorporated in today's reality? Or are the managers still using the traditional "managing" style and deride soft skills and empathy? Fact is, the latest Gallup study revealed that 70% of total employees are not emotionally committed to work, which is a result of the managerial behavior of direct supervisors. **Wrong management style costs** our German economy in total up to **105 billion € p.a. according to Gallup**. Therefore, soft skills, emotional intelligence and empathy do not just seem to be hygiene factors.

Steffen: Kelechi – You are a successful and extraordinary Business Coach, which is reflected in your cooperation with renowned companies, with the German Football Association and last but not least with Bevermann Academy as an accredited Business Coach.

Why Business Coach? Maybe it is better to quickly talk about your life in order to correctly understand my question. Music and dancing have already accompanied you from a very young age and you have literally made it from the streets to the big stages. You have danced together with pop stars like Kylie Minogue, Sarah Connor and Xavier Naidoo. TV viewers saw you in the Sat.1 production "You Can Dance" and you have opened your own dance studio for hip hop and pop 16 years ago. Coming back to the question; was it inevitable that you have crossed the way from dance teaching to being a Business Coach for companies or was it more like a coincidence? How do you see it?

Kelechi: It was obvious. Retrospectively looking at my paths, there has never been the category business or no business. There was just always the question is the person passionate about it and does he or she wants to have success.

My greatest asset is passion! It determines not just my own actions, but also the actions of my clients with whom I create their own individual passion to become even more successful. Many remarkable people hire me with the goal to make their products better. But it is not about being able to dance; it is about creating the illusion, which occurs on stage. Once you have realized how something is produced, how a star is created, then you will realize how enormous the whole project is. It is simpler to visualize the project as a machine. When you are the perfect tool for this machinery and your performance is *outstanding*, you realize that your acting on a different level compared to everyone else and as a result you are working passionately.

Steffen: That is exactly why we are compatible. We work passionately as well and inspire people. Now the question of the questions: How do we manage to bring good people - and we work mostly with really good people - from good to better to almost to perfection? How do you do that?

Kelechi: First of all, you have to teach people again how to think outside of the box. They are successful on their way, but when someone is no longer willing to move forward, he does not generate movement for company. It is fatal for a company to stop moving, since stagnation can easily follow. Especially, in the age of globalization and endless competition you will be overtaken by 100,000 start-ups, which are faster, more structured and understand digitization.

The tool of loosen up, motivation without fear, thinking out of the box and expressing his opinion, just being authentic. Supporting your company by simply developing your personality... being able to say *Hey guys, please wake up, they are already much faster, they are already there*. I believe that you can catch people's attention by helping them develop analogies through coaching and training in order to reach a phase, which is supposedly characterized by security. But you always have to offer something new, otherwise, people will fall asleep and customers will not buy anything anymore. Therefore, you have to ensure that not only internal processes are stimulated, but also the external processes. For example, if a company gets a new logo, you have to create a new look and feel for the whole company, open up and think in a visionary way.

Steffen: There is a very powerful quotation you use and for me, it could actually be just like a painting, which perhaps does not need interpretation by you, but instead one has to reflect it for oneself. Nevertheless, I would like to ask you as the painter of this quotation, as a painter of this painting, to present it from your point of view. The quotation is as follows:





With passion to success and RoE!

» Steffen Chalupny talks to... Kelechi Onyele

4/17



Steffen Chalupny, Managing Director of the Bevermann Group and the Bevermann Academy, is an acknowledged expert and value creator in Corporate Training. He places special emphasis on the method of Return-on-Enablement (RoE), i.e. enabling staff and organizations doing right things right – successfully.



Kelechi Onyele, athlete, professional dancer & choreographer for celebrities like Kylie Minogue or Xavier Naidoo, television juror and owner of PLATFORM DANCE STUDIO, Keynote Speaker, Business Coach, German Football Association authorized trainer for teambuilding, mobility, personal leadership, motivation and personal development.

“True success results from the movement of inner wealth.” What is behind all this?

Kelechi: The emphasis is on *true* and not on *success*. For me, real success is that you are happy by monetary accumulations of money, so that your success is in balance. Through this satisfaction and inner happiness, you can draw new energy to strike again from a stabilized position. Use inner untapped potential, unused forces and untapped motivation in order to accept, learn and understand new things. That is, for me, the essence. Everything you want to be, you already have it in you.

The inner wealth is meant to symbolize that no matter what happens with your external wealth, you are already rich and it is the development in connection with the heart that makes you emotional and passionate about your work. Yes, and I believe that if you do not move the inner wealth, you must necessarily move the outer wealth, which does not make you happy and does not lead to *true success*. People follow you when you are inspirational and when you have an inspiration. The real success is to guide people, inspire them and to finally let them go in order for them to develop themselves. As a result, the company will further develop, because the people are the company.

Steffen: Spot on. I am very glad that I asked you this question. This was once again a very valuable refinement of the quotation with all its contents. One of your many strengths is motivation coaching - movement activation combined with personality development. How do you typically help business leaders? And what are the common strengths you try to strengthen? Then in comparison, what are the weaknesses you try to improve or compensate? Can you name practical examples?

Kelechi: Staying visionary, investing in employees and in the change of perspective, which is accompanied by an understanding of the respective situation of the affected persons, are strengths of executives that I most often try to strengthen. This can also be the appeal to executives to inspire and to enjoy the positive feedback of their teams. Does this answer your question?

Steffen: Indeed, Kelechi. And what about the weaknesses? How can one compensate weaknesses and, in the best case, transform them into strengths?

Kelechi: While working with executives, I often try to teach them to be as authentic as possible in everything they do. The classical *Think Out of the Box*. At the German Football Association for example, I try to provide them with unconventional training methods and even create alternatives to traditional leadership methods.

Steffen: What would be a very concrete example for the German Football Association? What are alternative learning methods, methods that the association did not have before?

Kelechi: It is just the personality, the approach, and the other coach. How did he get to us and fact is, he did. So that you say, we work with music here. I can reach a room full of leaders as well as players through an authentic approach, and with movement or a piece of music one can create emotions, reach the inside, grab them and thus open the way for them to get into action. And at the German Football Association, I bring players closer to the world of dancing and create analogies to their sport. They just dance before my eyes.

Of course, it requires courage and overcoming at first, but with the right guidance, it is just fun. At the same time, they gain a completely new feeling of their body and mind. The self-perception and the perception of others are considerably trained, exactly like the personality. They just have to do it! Music and dance are a completely different and new body experience in which they have to re-feel themselves. You immediately recognize who is directly ready in crisis situations like this, who can immediately get into the situation and who is still thinking. Then there are some people, who are musically and say “Yeah, let’s go”. Suddenly other employees or executives or directors see ... wow that is someone with whom I can immediately work with and initiate a change. People connect over music and suddenly things get created...positive things.

Steffen: So you explicitly implement the empathic factor at the German Football Association?





With passion to success and RoE!

» Steffen Chalupny talks to... Kelechi Onyele

4/17



Steffen Chalupny, Managing Director of the Bevermann Group and the Bevermann Academy, is an acknowledged expert and value creator in Corporate Training. He places special emphasis on the method of Return-on-Enablement (RoE), i.e. enabling staff and organizations doing right things right – successfully.



Kelechi Onyele, athlete, professional dancer & choreographer for celebrities like Kylie Minogue or Xavier Naidoo, television juror and owner of PLATFORM DANCE STUDIO, Keynote Speaker, Business Coach, German Football Association authorized trainer for teambuilding, mobility, personal leadership, motivation and personal development.

And empathy is certainly one of your decisive success factors in your work as a Business Coach?

Kelechi: Exactly, empathy is important. And feeling the passion, not just reading about passion.

Steffen: Very eminently important, absolutely. My final question to you: You are currently also re-creating yourselves, right next to your work with the Bevermann Academy and other activities that you have, you even have just founded a new platform, the so-called K.O. Platform with the pillars Coach, Dance & Speak. What's the catch?

Kelechi: This project combines everything in my life that has driven me daily towards movement and passion. You cannot move anyone unless you talk to him at a certain frequency - that's the key!

If you dance - symbolically - then you do not just dance for yourself, maybe someone comes and shows you how you have to dance. And then you realize that this is the path I have to follow. Always connecting with new people - "partnering" for example - this is the result of dancing, but only if you are open to new people. The image of the person, who does not drop you while lifting you up. Someone you can trust on a higher level. It is about touching the people so that they can then decide for themselves if they want to be guided by you. It is not the other way around. I give people the opportunity to decide what they want and to have courage. You also have to develop the courage, which is much more difficult to show the heart and say,

"Hey, I am the one up there with the power, not given, but lent."

If I am not somehow authentic with what I am doing, I am just a number; therefore, I'm comparable. I do not want to be comparable. I want to be *unique*. With the 3 pillars Coach, Dance & Speak, I want to help people become unique. I try to move the people - with their inner wealth.

Steffen: Kelechi, I appreciate your authenticity and your inner wealth very much. It is fun to listen and work with you! Thank you very much for the interview.

Kelechi: With pleasure! Thank you.

WE PUBLISHED THE VIDEO *STEFFEN CHALUPNY TALKS TO KELECHI ONYELE AT COMMERZBANK-ARENA* IN OUR BEVERMANN ACADEMY INTERVIEW SERIES, PLEASE WATCH THE FULL INTERVIEW "HEAD & HEART & GUT", [HTTPS://YOUTU.BE/MNPZM9ZA_I0](https://youtu.be/MNPZM9ZA_I0), AND EXPERIENCE KELECHI ONYELE ON TOPICS LIKE: UNIVERSAL EMPLOYEE AND UNIVERSAL LEADER, NEW COACHING APPROACH AT DFB, INNOVATION AND CHANGE MANAGEMENT, MASS ACTIVATION | INNER WEALTH, STRIVING FOR REVENUE AND EARNINGS | WITH PASSION TO SUCCESS | PERFECT ENTERPRISE CHOREOGRAPHY | K.O. PLATFORM.

MORE VIDEO CONTENT AVAILABLE:

[HTTPS://WWW.YOUTUBE.COM/BEVERMANNACADEMY](https://www.youtube.com/bevermannacademy)

SPORTS (AND BA) INSPIRES BUSINESS VENTURES.