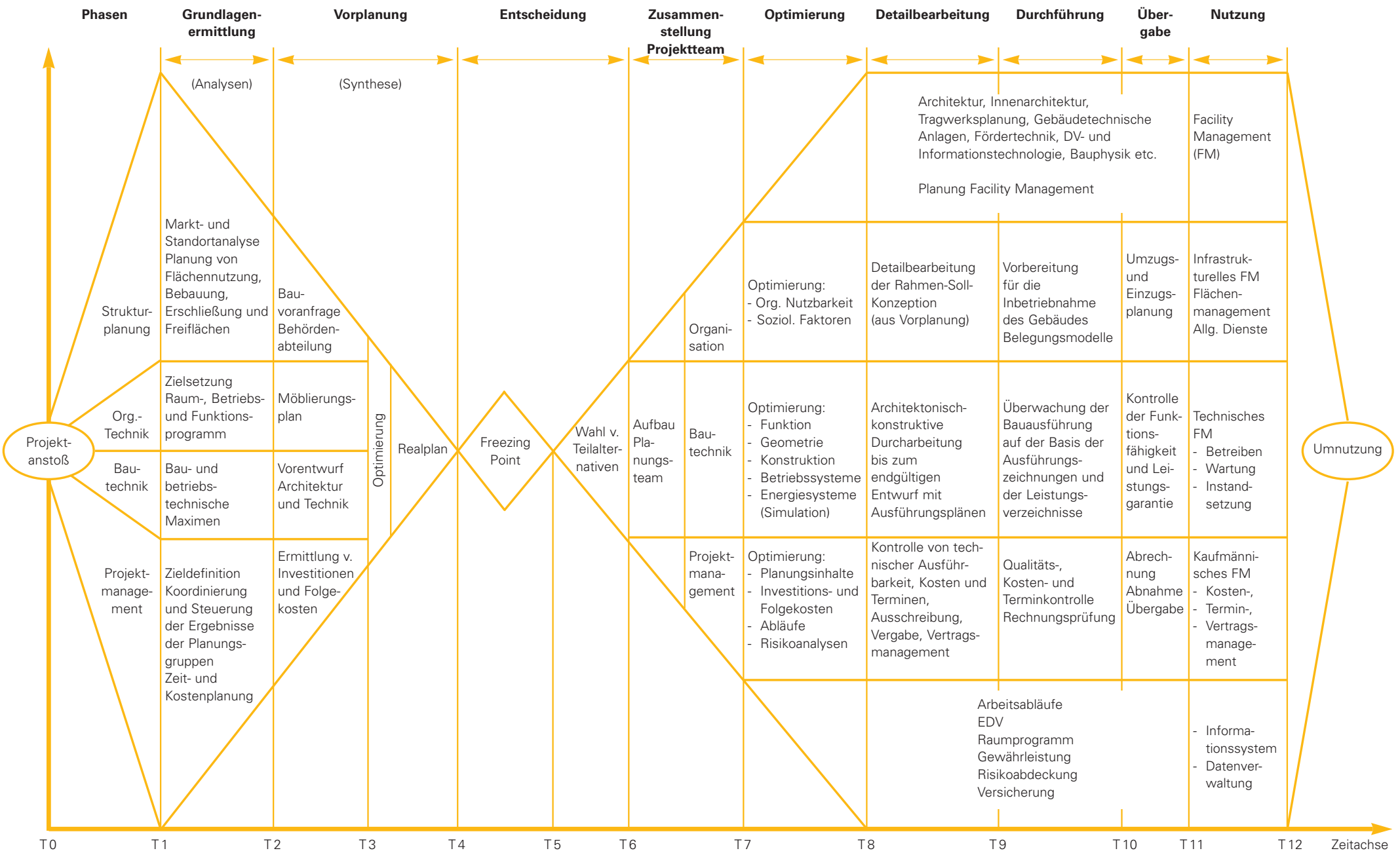Phasen im Coaching-Prozess