



Organizational and Talent Developer

Executive Coach and Coach Trainer

Professional Experience

Organizational Development and Change Management

Designed, managed, and facilitated international organizational development and change management interventions (large group facilitations, team facilitations, expert group facilitations, management board facilitations)

- OMV / Petrom, Bayer CropScience, Syngenta, Intercontinental Hotels, Lufthansa Cargo Charter Agency, Lufthansa Systems, Plastal, Böhringer Ingelheim, Deutsche Bank, Generali Insurances, Calyon, City of Bad Homburg, Ministry of Education (Hessen), European Association of Crop Protection, VW

Leadership and Talent Development

Designed, delivered and managed global leadership and talent development programs (performance management, 360 processes, cross-cultural management, management development, outplacement, outsourcing, etc.)

- IT: Bechtle, Dell, HP, Infor, Fujitsu
- Financial Services: AXA IM, Société Générale, Helaba
- Pharmaceutical / Chemical: Böhringer Ingelheim, Eli Lilly, Novartis, Bayer, Döhler, and others
- Automotive: General Motors, VW, Daimler
- Power / heavy industry: Alstom, Arcelor Mittal, Bombardier
- Manufacturing: Martin Engineering, Döhler
- Universities: AKAD (university of applied sciences), Accadis (international business school), Masters of Conflict and Sustainable Peace Program at the Catholic University of Leuven

Sales force and sales leadership development

Coached, trained, designed and delivered international sales force trainings (sales process, selling techniques, sales negotiations) sales leadership and management trainings (target setting, delegation, coaching, talent development)

- CA, CISCO (in collaboration with Richardson), Lilly, Helaba (in collaboration with Rox GmbH), GE Capital (in collaboration with Accela), Next Generation Recyclingmaschinen (in collaboration with Rox GmbH)

Coaching and Mentoring

Coached executives and managers, trained coaches and designed and delivered coach training courses

- Deutsche Bank, Novartis, DSM, Lufthansa Systems, Lilly, Imclone, Fujitsu
- Delivery and design of Coaching and / or Mentoring Training
- Open Enrolment Courses since 2008, ACTP since 2015, Lufthansa Systems, Deutsche Bank, Alstom, Wirtschaftsuniversität Wien, Evangelische Fachhochschule Freiburg

Professional Education

Coaching

More than 500 hours of further education and 2500 hours coaching experience, accredited as MasterI Certified Coach by the ICF in 2016

- Certificate “Consultation and Supervision in Solution Focused Brief Therapy” University of Michigan: Insoo Kim Berg and Steve de Shazer
- Coaching certificates of the University Basel: Sonja Radatz, Ben Furman, Mark McKergow, and Louis Cauffman
- ACTP Coaching certificates of Weiterbildungsforum Basel, Teachers: Peter Szabo
- Further education in hypnotherapy, Teachers: Bill O’Hanlon, Jeff Zeig
- Further training for “non-medical practitioner of psychotherapy”

Training and Facilitation

- inner game institute and Trautwein Training, Freiburg
- MCE, Brussels and Metasystème, Brussels
- MBTI certification

Management and Economic Philosophy

- managing people / managing others, INSEAD
- economic philosophy, University of Hagen

Education

- Masters of Arts, Berkeley, CA
- Wissenschaftliche Prüfung für das Lehramt an Gymnasien (approximate equivalent: M.A.) English / German / Pedagogy, Tübingen and Freiburg

Professional Associations and Memberships

- Editor of “InterAction: the Journal of Solution Focus in Organizations”
- President of the Association for the Quality Development of Solution Focused Training and Consulting
- Member of the advisory board of “JSFBT” — the journal of solution focused brief therapy
- Member of the International Coach Federation, accreditation as Master Certified Coach
- Member of the British Wittgenstein Society
- Advisory board member of HESIAN (Hertfordshire Enaction Solution-focused Interactional and Narrative Program)
- EU Ambassador for female entrepreneurship, “Role Model Entrapreneur” German ministry of Economy

Language Skills

German / English	native (C2)
French / Russian	good (B2)
Dutch / Spanish	good passive skills (B2) / basic communication skills (A2)
Japanese	basic (A2)