

Organisational Psychologist, M.A.

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[My Profile](#)

Systemic, client focused, evidence-based approach, 20 years of experience as HR consultant across all industries, strong link to psychological research and teaching, strong intercultural background with work experiences in Europe, Asia and UAE, all services in English and German

[Consulting Services](#)

- Facilitating change processes including: developing communication strategies, conducting road map workshops with department heads, individual executive coaching
- Organizational development: process mapping, role/function impact analysis, value based organizational shaping
- Design and implementation of aptitude testing and individual assessments, management audits, development centres for executives and specialists

[Coaching Services](#)

- Individual executive coaching: systemic, solution and resources focused, being the sparring partner of executives, getting to the heart of issues

[Training Services](#)

- Design and implementation of bespoke inhouse executive trainings: Tackling difficult dialogues, perceiving and managing conflicts, negotiating with impact, lateral leadership for project managers

Professional Experiences

- Freelance HR consultant and executive coach since 2010
- Key account manager and senior consultant at SHL Deutschland GmbH, global talent management for Merck and Henkel, including all trainings and leadership development programmes for executives and specialists
- Senior consultant and project manager at *md gesellschaft für management diagnostic mbh*, designing and implementing 360-degree feedback processes, individual assessments
- Newplacement Coach at Kienbaum Berlin GmbH, outplacement coaching

Education

Since 2020	Systemic therapy and family therapy, Institut für systemische Studien Hamburg (ongoing training)
2016 - 2018	Hypnosis Therapy Training, Milton Erickson Institut Hamburg
2004 - 2005	Master of Organizational Psychology (M.A.), Fern-Universität Hagen
2003 - 2004	Business-Coach Training, Coatraining, Coaching und Personal Training GmbH, Hamburg
2001 - 2002	Master of African/Asian History (M.A.) University of London, School of Oriental and African Studies
1996 - 2001	Midterm exams in Studies of New History, Sociology und African Studies, Universität Hamburg and Humboldt Universität zu Berlin

Lecturing and publications

- Freelance lecturer at Fresenius Hochschule Hamburg, teaching Master courses in „Business Psychology“ (since 2017)
- Freelance lecturer at Universität St. Gallen (2017), „conflict management and negotiation with impact“, Executive MBA-studies

Publications:

- Leistungsbeurteilung in der Praxis, in: Lothar Bildat, Tim Warszta (Hrsg.), Psychologie im Human Resource Management. Ein Lehrbuch für Hochschule und Praxis, 2017 Pabst science Publishers, Lengerich.

List of clients:

Air Berlin, Astra Zeneka, arvato-systems, Bayer, Beiersdorf, Bertelsmann, Blueforte, BW Fuhrpark, CEWE, Currenta, Danfoss, DB Schenker, Deutsche Lufthansa, Deutsche Post, Deutscher Ring, Deutsche Sparkassen Akademie, DHL, Douglas, Dräger, d&s Europe, Eurowings, EnBW, E.ON, Esprit, Gothaer Versicherungen, Hauni, HeLaBa, Henkel, HHLA, Hochtief, IndiTango, LSG Sky Chefs, Lufthansa Systems, Lufthansa Technik, Merck, Olympus, Saint-Gobain, Schüco, SIG Combibloc, Smith & Nephew, studiocanal, Tchibo, tesa, ANZAG, TUI, VDI, Volkswagen, Volkswagen Financial Services, Warner Brothers

References:

Please, let me know if you would like to obtain first-hand feedback on my work. I will be happy to provide you with contact details of reference clients.