



Andrea Lütjen

Profil M Project Partner

+49 2196 7068-0

+49 1778353115

[Projektpartner@Profil-M.de](mailto:Projektpartner@Profil-M.de)

Languages

German

[www.profil-m.de](http://www.profil-m.de)

PROFIL 

## I stand for plain talking while showing appreciation

For more than 20 years I have been supporting people in their development – and I have learned not to be satisfied with simple explanations but to look for patterns in order to understand people and to be able to initiate sustainable development.

When cooperating with me, customers perceive me as appreciative, reliable, and professional. Resource orientation is as important to me as respect for the organization and its people. Through my method of intervention in coaching or team development I increase the effectiveness of change.

I enjoy identifying the most effective starting points for development or transformation together with customers. It encourages me to constantly explore new possibilities.

## My expertise for you

- Delivery of Assessment Centers and Development Centers for the selection and skills assessment of managers and talents
- Design and delivery of team development processes
- Coaching of managers

## Special skills

- Junior teacher in the subjects of German and Physical Education
- Long-standing experience in the areas of personnel diagnostics and personnel development
- Training in the area of "Systemic consulting and team development" (isb Wiesloch)
- Training in adventure-based learning (trainer in a high rope course)

## Selected customers

- BTI
- DekaBank
- Deloitte
- Die Techniker
- Helaba
- Innogy SE
- KWS
- Thyssenkrupp AG