



Anja Beenen

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Languages

German, English



www.profil-m.de



I make sure that it works

In more than 20 years of consulting experience I have been supporting companies in the development of leadership competence and culture. I have the necessary courage to explore new paths and a clear overview of what is feasible in the respective context.

My customers describe me as a trusted and highly professional input provider and project manager who ensures that "it really works." Together with both long-standing and new customers, I focus on delivering results that make a sustainable impact.

Rethinking and positively shaping leadership and development is the most important source of energy for me in my work – both in terms of customer projects and here at Profil M. That's why I keep doing what I do every day.

My expertise for you

- Design and introduction of sustainable talent management processes
- Support in the setup of processes and tools for the analysis of potential and management diagnostics
- Executive assessment and consulting in central personnel decisions
- Design of learning processes and development programs to further develop leadership culture

Special skills

- Degree in Psychology
- More than 20 years of consulting experience in leadership development
- 20 years of leadership experience
- Successful setup and expansion of a consistently growing consulting company in my role as managing director
- Certified coach (in accordance with the training regulations of the German Coaching Association, DBVC)
- Hogan certification

Selected customers

- ALTANA AG
- Boston Consulting Group
- Fraport AG
- Krones AG
- Metro AG

Selected publications

- Talent Management – Passen PE und Kultur? [Talent Management - Do Personnel Development and Culture Fit?] Anja Beenen & Maximiliane vom Stein (managerSeminare, August 2019)
- 360° Feedback – Make it happen Anja Beenen & Alexander Brandt (Profil M YouTube Channel, March 2019) www.youtube.com/watch?v=ycaCsuaLI2g
- Mitarbeiterbeurteilung und Zielvereinbarung [Performance Appraisal and Management by Objectives] Anja Beenen & Christian Stöwe (Haufe 2013)
- Assessment Center professionell [Professional Assessment Centers] Michael Paschen, Anja Beenen, Daniela Turck & Christian Stöwe (Hogrefe 2013)