

# CONSULTANT PROFILE

ANJA POHLMANN



## "I have been there"

I have almost 20 years of experience in HR management in Germany and abroad, including 15 years in various operational and strategic leadership roles. In addition, I have seven years of management consulting experience. As a result, I am able to draw from a wide range of experience and understand the challenges of my customers very well. This quickly results in a common understanding for the development of tailor-made concepts.

My customers always tell me – **"You ask good questions"** or "We had never thought about it like that." With my systemic approach, I quickly succeed in reducing complexity together with the customer, identifying the crucial points, and addressing their specific needs.

**Supporting sustainable change processes** – experiencing how the competence of those involved develops further and how they learn to master the complexity of a change process – seeing how problems become solutions gives me the deep satisfaction of doing something meaningful.



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## My expertise for you:

- Design and support of complex and sustainable change processes/change management
- Consulting and qualification for the development and implementation of HR concepts and processes
- Design and delivery of strategic team development processes
- Executive coaching and HR Business Partner sparring
- Executive assessment and consulting in central personnel decisions

## Special skills:

- Degree in Psychology
- 20 years of experience in HR management in Germany and abroad, 15 years of leadership experience
- 7 years of consulting experience with a focus on change management
- Systemic organizational developer and coach (in accordance with the training requirements of the German Coaching Association, DBVC)
- Licensed sysTelios transfer coach (ambulatory network coach in a psychosomatic clinic)
- Certified XLNC leadership diagnostics coach
- Language skills: German, English

## Profil M projects:

- Lufthansa AG
- Berner Group
- TÜV Nord
- Fraport AG
- Deloitte

## Projects from my freelance consulting work:

- Bayer AG
- Deutsche Edelstahlwerke
- Bochum Wirtschaftsentwicklung
- Amedes Group
- Stadt Essen
- Citadelle Systems