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#### Languages

German, English



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## PROFIL

# For the best solutions I think outside the box and deliver on point

I support companies and their leaders in developing leadership competence and culture. On this common path, I am always pleased to receive the feedback that customers perceive me as a counterpart who really understands them and their needs. As a trusted sparring partner, it is important to me to cultivate a relationship on an equal footing.

To find sustainable solutions with genuine benefits, I show openness in my thinking and absolute focus in my actions. I get to the bottom of things through bold questioning and provide sound advice with regard to content, innovative ideas, and focus on the big picture. To put my expertise into action, I take a very straightforward approach, and show reliability and implementation strength.

Leadership and everything it entails are my passion and the driver of my curiosity. Whether Agile Leadership, Positive Psychology, or "Biohacking" – I use my inquisitiveness to help people and organizations to grow and thrive.



## My expertise for you

- Project management of major development programs as well as processes and tools for management diagnostics, and talent management for corporate clients and SMEs in Germany and internationally
- Delivery of Assessment and Development Centers as well as training measures (e.g., on leadership, communication, interviewing, and resilience) for talents and leaders
- Development and rollout of digital tools for development and selection (e.g., LeadIM personality and leadership inventory, 360-degree feedback)

## Special skills

- M. Sc. Psychology (University of Cologne)
- Certified trainer (INeKO Institute, Cologne)
- Certified user of Positive Psychology and Positive Psychology Coaching in accordance with the Deutschsprachiger Dachverband für Positive Psychologie [German-speaking Umbrella Association for Positive Psychology]
- Qualified trainer for multimodal stress management, client-centered approach, and business administration (St. Gallen Business School)

## Selected customers

- |                           |                          |
|---------------------------|--------------------------|
| ▪ Boston Consulting Group | ▪ Knipex KG              |
| ▪ Deutsche Bank AG        | ▪ Köster AG              |
| ▪ E.ON SE                 | ▪ REWE Group             |
| ▪ Eppendorf SE            | ▪ Rolex Deutschland GmbH |
| ▪ Geberit AG              | ▪ Vaisala Oyj            |

## Selected publications

- Evaluierung eines Fragebogens zur Selbsteinschätzung von Führungskompetenzen und -potenzialen: LeadIM. Janßen et al. (2023). Wirtschaftspsychologie, 01-2023
- Positive Psychologie – Friede, Freude, Führungskraft? [Positive Psychology – Love, peace, and harmony as a leader?] Janßen, Vasilev (2022). Developing Leadership Podcast, 01-2022
- Agile Führung und Self-Awareness [Agile Leadership and Self-Awareness] – Janßen, Kreis (2021). Handbuch PersonalEntwickeln [Developing Personnel – Manual], 06-2021, WoltersKluwe
- Führungseigenschaften im Test [Testing Leadership Characteristics] – Paschen, Janßen (2020). Personalmagazin (www.personalmagazin.de), 04-2020