



Janet Wilkes

Partner

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Languages

German, English



www.profil-m.de

PROFIL 

Why? Because I really enjoy doing what I do!

Even after more than 15 years of experience in research and practice in the areas of human resources management and leadership development, I still consider my job to be the most exciting in the world. Constantly encountering new people and topics is something I perceive as a real gift in my work.

I support people and organizations in their development with a lot of passion and personal commitment.

Customers and colleagues describe me as a sparring partner on an equal footing, with the courage to question matters critically, the ability to adopt a meta perspective and to see the big picture in the system, but always with a solution-oriented overview of what is feasible and suitable.

Long-term support of and cooperation with customers is very important to me.

My expertise for you

- Consulting on and introduction of talent management processes
- Design and introduction of processes and tools for the analysis of potential and management diagnostics
- Design of learning processes and development programs to further develop leadership culture
- Design and roll-out of employee opinion surveys and 360° feedback processes including consulting on follow-up processes
- Delivery of training measures
- Coaching of individuals and teams
- Facilitation of workshops

Special skills

- Sociologist, M.A. and M.Sc. in Work and Social Psychology
- More than 15 years of consulting experience in the areas of HRM and leadership development
- Licensee for professional aptitude assessments, certified to DIN 33430
- Systemic coaching and team development (isb Wiesloch)
- NLP Basic Certificate
- Quality manager TÜV (German technical inspection agency)
- MTM Basic Certificate

Selected customers

- SEG Automotive Germany GmbH
- KNIPEX-Werk C. Gustav Putsch KG
- INTERROLL Trommelmotoren GmbH
- Storch-Ciret Group
- REWE Group
- ALTANA AG
- VOSS Automotive GmbH

Selected publications

- Wilkes, J. & Paschen, M. (2012) Führung als Kompetenz [Leadership as Competence]. Handbuch Personalentwicklung [Personnel Development Manual], Wolters Kluwer Deutschland GmbH, 165th amendment, 10/12
- Wilkes, J.; Bruns, I. (2007) Personalplanung [Personnel Planning]. In: Lexikon Arbeitsgestaltung. Best Practice im Arbeitsprozess [Lexicon of Work Organization. Best Practice in the Work Process], ed.: Landau, K., Gentner Verlag, Stuttgart 2007, p. 972-975