



## Michael Paschen

### Managing Director

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#### Languages

German, English



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## PROFIL

# You will inevitably associate drive, a state-of-the-art approach, and optimism with me!

For me, leadership and development are not only focal points of consulting, but they are key areas that enable us to make the world a better place. Good leadership provides for a good future and I am committed to achieving this with passion and enthusiasm. Customers appreciate my combination of rapid execution and well thought-out solutions, of pragmatism, and psychological and process-related coherence.

It is very important to me to build genuine trust without it being impossible to try creative approaches and challenge the status quo. My customers often confirm in their feedback that they value my honesty – I say what I think, I am an open sparring partner, and only offer services that I am confident will deliver real value to the relevant stakeholders.

I enjoy projects that drive forward talent management and development for my customers. At the same time I still enjoy delivering training sessions and assessments myself, because I also love my role as a trainer and coach.

## My expertise for you

- Design and introduction of sustainable talent management and assessment processes
- Concept development of modern diagnostic solutions (digital and app-based tools, online assessments, etc.)
- Delivery of leadership training measures and executive assessments
- Design of Learning Journeys and development programs for managers, including blended learning
- Consulting of HR teams in the development of future strategies and new solutions (tools, process development)

## Special skills

- Degree in Psychology
- 25 years of consulting experience in leadership development
- 22 years of leadership experience
- Successful setup and expansion of a consistently growing consulting company in my role as managing director
- Hogan certification

## Selected customers

- thyssenkrupp AG
- E.ON SE
- Deutsche Bahn AG
- Bayer AG
- Mercedes-Benz Group AG

## Selected publications

- Potenzial und Kompetenz [Potential and Competence]. Michael Paschen, Presentation at the Zukunft Personal [ZP Europe] exhibition: <https://www.youtube.com/watch?v=DoXL36rP1a8>
- Konfliktmanagement – Verständnis, Verhalten und Strategien [Conflict Management – Understanding, Behavior, and Strategies], Anna-Lena Derlien & Michael Paschen (Profil M Channel on YouTube, November 2019): <https://www.youtube.com/watch?v=-PuOgTaFEdl>
- Paschen, M. & Fritz, A. (ed.), Die Psychologie von Potenzial und Kompetenz – Individuelle Stärken verstehen, beurteilen und entwickeln [The Psychology of Potential and Competence – Understanding, Assessing, and Developing Individual Strengths], Ph. C. W. Schmidt Verlag, Neustadt an der Aisch, 2018
- Paschen, M. (2017) Über Struktur zur Kultur [Culture through Structure] managerSeminare 229/2017, p. 44 – 51, April 2017
- Assessment Center professionell [Professional Assessment Centers] Michael Paschen, Anja Beenen, Daniela Turck & Christian Stöwe (Hogrefe 2013)
- Paschen, M. & Dihmaier, E. (2011) Psychologie der Menschenführung: Wie Sie Führungsstärke und Autorität entwickeln [The Psychology of Human Leadership: How to Develop Charisma and Authority], Springer-Verlag