



Patrick Wiederhake

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Board

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Languages

German, English



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PROFIL

Deep understanding as basis for genuine impact.

The desire for independence and new beginnings, the passion for understanding the diversity of perspectives – both have shaped me since my youth. There is not a day that I don't approach this world with curiosity.

The experience that we are able to achieve more, develop better ideas, and grow together with others is something I learned a little later. I learned this from the people around me and through my work as a Profil M consultant. Every day I realize that only through focus, persistence, and structure can real substance be created.

When you work with me, you will perceive me as someone who has learned to combine change and stability. Someone who loves beginnings – and wants to achieve high-quality results.

In our projects I combine your strengths with mine, offer my perspective to complement yours. I learn from you and challenge you – openly, honestly, directly.

I always keep an eye on the goal: Understanding your organization and the people in it, so that you are able to create something truly effective.

My personal gain: your sustainable success.

My expertise for you

- Executive Assessments, the analysis of potential, and management diagnostics
- Promotion of modern leadership and development culture
- Development and design of talent strategies
- Analysis and strengthening of resilience and health at individual, team, and organizational level
- Design of learning processes and development programs

Special skills

- Degree in Psychology, trained in clarification-oriented psychotherapy
- More than 20 years of consulting experience
- Promoted to Managing Partner and member of the Management Board at Profil M with leadership responsibility
- Continuous publications and media contributions
- Continuous personal development in the areas of agile working methods, management, organizational development, diagnostics, coaching, etc.
- Hogan Certification
- Licensed management diagnostician in accordance with DIN 33430
- Board member in an interdisciplinary association for the promotion of the quality of management assessments (Forum Assessment e.V.)

Selected customers

- Lufthansa Group
- Infineon Technologies AG
- SCHOTT AG
- Meyer Werft GmbH
- CTS Eventim
- Aida Cruises

Selected publications

- Dynamic Resilience Cycle Questionnaire – DRCQ. Questionnaire to measure resilience (2020), drcq.de
- Agile Ängste. Blogbeitrag [Agile Fears. Blog article] (2019), <https://tinyurl.com/y86fnwln>
- Gesunde Führung [Healthy Leadership]. In: Faerber, Y., Turck, D., Vollstädt O., Wiederhake, P.: Umgang mit schwierigen Mitarbeitern [Dealing with Difficult Employees]. Haufe, 2016
- Das Profil M Executive Assessment [The Profil M Executive Assessment]. In: Stulle, K.; Weinert, S. (ed.): Executive Assessment: Instrumente, Trends, Herausforderungen [Executive Assessment: Instruments, Trends, Challenges]. Springer Gabler 2015
- Wiederhake, P.; Stöwe, C.: Initiative als Kompetenz [Initiative as a Competence] In: Paschen, M.; Fritz, A. (ed.): Die Psychologie von Potenzial und Kompetenz [The Psychology of Potential and Competence]. Ph. C. W. Schmidt 2014