



Rita Scheinpflug  
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#### Languages

German, English

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PROFIL

## I combine practical experience with professionals

I have first-hand practical insights: In over 20 years in corporate leadership roles, I have gained extensive experience. Since 2015 I have been supporting companies in leadership development, talent management, and sensitive change processes. I stand for conceptual strength and a high degree of practical relevance – well-founded in terms of content with a pragmatic approach.

My customers perceive me to be a "bridge builder" between people, teams, and organizations. Because I am certain: development and change can only succeed if you understand others and identify their resources and strengths. For me this is the basis of good leadership and successful change.

How people successfully manage change is of great interest to me and I am happy to support you in this: Whether it be with regard to relevant competencies in the run-up to the assumption of new tasks, conveying a contemporary leadership understanding, or accompanying transformation processes.

## My expertise for you

- Individual and Group Assessment Centers as well as audits for selection, talent management, and the assessment of skills
- Training of new and experienced managers at all hierarchy levels, e.g., on agile leadership
- Coaching of experts and managers
- Design and delivery of leadership feedback processes
- Change support in sensitive transformation processes

## Special skills

- Degree in Psychology
- Consulting of managers and companies since 2015
- Over 20 years of leadership experience in group companies
- Systemic coaching and change management training (among others Doppler, TRIGON, C/O/N/E/C/T/A)
- Scrum Master
- Certified Master Black Belt and Lean Management Expert
- Hogan certification

## Selected customers

- |                         |                              |
|-------------------------|------------------------------|
| ▪ ALTANA AG             | ▪ E.ON SE                    |
| ▪ AOK Systems GmbH      | ▪ Helaba                     |
| ▪ BASF AG               | ▪ HIMA Paul Hildebrandt GmbH |
| ▪ Deutsche Lufthansa AG | ▪ Thyssenkrupp AG            |

## Selected publications

- Rank, Susanne; Scheinpflug, Rita: Change Management in der Praxis: Beispiele, Methoden, Instrumente [Change Management in Practice: Examples, Methods, Tools]. Erich Schmidt, 2010
- Scheinpflug, Rita; Stolzenberg, Kerstin: Neue Komplexität in Personalarbeit und Führung: Herausforderungen und Lösungsansätze [New Complexity in Personnel Work and Leadership: Challenges and Solutions]. Springer Gabler, 2017
- Scheinpflug, Rita: Führungsfeedback: Feedback an die Vorgesetzten [Leadership Feedback: Feedback to Line Managers]. In: Vorgesetztenbeurteilung [Appraising Line Managers]. Beltz, 1997