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Languages  
German

[www.profil-m.de](http://www.profil-m.de)

PROFIL

## I am a trusted sparring partner for challenging leadership situations

With more than 25 years of leadership and consulting experience, I support individuals, teams, and organizations in the successful and sustainable development of leadership competencies and culture as well as the personal and organizational changes that result from this.

My customers perceive me as a trusted sparring partner, a source of inspiration and ideas on an equal footing, who – with an overview of the essential, the possible, the appropriate, and the feasible – supports them in achieving their goals in the best possible way.

Rethinking and positively shaping leadership and development in today's digital world is my passion, my profession, and the most important source of energy in the daily cooperation with my customers.

## My expertise for you

- Design and delivery of leadership programs and training for all leadership levels
- Consulting, design, and implementation support in the areas of strategic talent management, performance management, and HR transformation
- Implementation of conflict facilitation
- Individual coaching sessions for managers at all levels

## Special skills

- PhD in Business Psychology
- Over 25 years of consulting experience in leadership development, transformation management, strategic talent management, performance management
- 15 years of leadership experience (including RTL Group, Telekom)
- Certified systemic organizational consultant and coach
- Consulting licenses: OPQ32, Verify, UCF (CEB-SHL Talent Measurement Solutions), KODE®X (Competence Diagnostics and Development), GPOP® (Golden Profiler of Personality), BELBIN® (Team Diagnostics and Development)

## Selected customers

Profil M projects:

- Vonovia SE
- Hengst SE

Projects from my freelance consulting work:

- 3M
- Daimler AG
- dtms GmbH
- Job AG
- Köln Bonn Airport
- Parker Hannifin GmbH
- RTL Group S.A.
- Sportfive GmbH
- Telekom Deutschland
- time:matters GmbH
- Volkswagen AG
- WGV-Versicherung