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Senior Manager

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#### Languages

German, English, Bulgarian



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

PROFIL 

## You can rely on me

I am committed to working with my customers to develop valuable solutions that add business value. For this purpose, I provide organizational psychology know-how first and foremost as well as a high quality standard. Experience from different professional contexts and diverse cultural circles helps me to adapt to new circumstances with a high degree of flexibility, to take individual circumstances into account, and to develop optimal solutions.

At the same time, I attach importance to supporting the process as a trusted partner. My customers can expect close and absolutely reliable cooperation from me, in which a positive attitude, appreciation, and a sense of humor are essential – that is why receiving feedback such as "That was fun!" is always important to me in projects.

## My expertise for you

- Strategic consulting and leading projects in the field of leadership assessment, leadership development and talent management
- Design and delivery of training and learning journeys on topics such as leadership skills, communication, skill assessment, and intercultural competence
- Design and delivery of assessment and development centers for different hierarchical levels
- Facilitation of personnel and organizational development workshops
- Individual coaching for experts and managers

## Special skills

- Master of Science in Psychology (Heidelberg University)
- Certified Professional Business Trainer (BDVT - German Professional Association for Training, Consulting and Coaching)
- Hogan Certification (Hogan Assessments: HPI, HDS, MVPI)
- Positive Leadership: PERMA-Lead® Certification
- In-depth knowledge of positive psychology, positive leadership, and positive coaching

## Selected customers

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| <ul style="list-style-type: none"> <li>▪ ALTANA AG</li> <li>▪ Bayer AG</li> <li>▪ Drees &amp; Sommer</li> <li>▪ E.ON SE</li> <li>▪ Hettich</li> <li>▪ MTU AeroEngines AG</li> <li>▪ Nemak Europe GmbH</li> </ul> | <ul style="list-style-type: none"> <li>▪ PUMA SE</li> <li>▪ Rohde &amp; Schwarz GmbH &amp; Co. KG</li> <li>▪ REWE Group</li> <li>▪ RWE Renewables</li> <li>▪ thyssenkrupp AG</li> <li>▪ Uniper SE</li> </ul> |
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## Selected publications

- Co-Creation im Development Center – Geht das? [Co-Creation in Development Centers – Is that possible?] Ivan Vasilev & Alexander Fritz (Profil M, January 2020; link)