



Dr. Lioba A. Gierke

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#### Languages

German, English



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PROFIL 

## Shaping evidence-based leadership

Leadership is not a one-way street but the result of mutual interaction between people. I am fascinated by what drives people, how they can develop in the best possible way, and what resources they can draw on to positively shape the future of work. With my work in Assessment and Development Centers, I support my customers on their individual development journeys.

However, the interaction of several individuals within an organization is just as relevant. As a trainer and facilitator, I work with leaders and teams on their attitude, their strategies for dealing with change, and their communication skills. In doing so, it is important to me to see the people behind the functional roles and to encourage appreciative collaboration. I find the change in perspective in intercultural and multinational constellations particularly appealing.

My strong suits? As a doctor of psychology, I have a scientific perspective on the topic of leadership and work with my customers to transfer evidence-based approaches into their day-to-day work. Combined with my experience in corporate talent management, I bridge the gap between science and practice. I cross this bridge with my audience/readers in lectures, interviews, and publications.

My customers experience me as motivating, enthusiastic, and fun in cooperation.

## My expertise for you

## Special skills

## Selected publications

## Interviews for newspapers, radio & TV

- Design and delivery of training and development projects on topics such as leadership, communication, diversity, and New Work
- Delivery of face-to-face and remote Assessment Centers and Development Centers for the selection and skills assessment of leaders and talents
- Speaker on topics such as (female) leadership, status symbols, the future of work, and diversity management
- Doctorate in the area of "leadership"
- M. Sc. Psychology (major: Industrial, Organizational, and Business Psychology)
- Lecturer at WHU – Otto Beisheim School of Management, Humboldt University of Berlin, and the University of Applied Management in Hamburg
- Internal talent management
- Intercultural trainer
- Dialogic teaching evaluation
- Sureth, A., Gierke, L.A., Nachtwei, J., Ziegler, M., Decker, O., Zenger, M., & Brähler, E. (2024). Universal Basic Income Universally Welcomed? – Relevance of Socio-Demographic and Psychological Variables for Acceptance in Germany. *Basic Income Studies*. <https://doi.org/10.1515/bis-2023-0023>
- Gierke, L.A., Gerpott, F.H., Klonek, F.E., & Van Quaquebeke, N. (2023). Entrainment in Meetings: Patterns of Manager and Employee Leadership Claiming and Granting Over Time. *Academy of Management Proceedings*. Briarcliff Manor, NY.
- Gierke, L.A., & Gerpott, F.H. (2022). *Statussymbole im Wandel. Haben, was andere nicht haben können* [Changing status symbols. Having what others can't have]. *Nomos*.
- Gierke, L. A. (2020). Think future – Think (fe)male?! ([https://www.researchgate.net/publication/346007400\\_Think\\_future\\_-\\_Think\\_female](https://www.researchgate.net/publication/346007400_Think_future_-_Think_female)) In J. Nachtwei & A. Sureth (eds.), *Sonderband Zukunft der Arbeit* [Special volume on the future of work], 322-323.
- **Deutsche Welle:** Gierke, L.A. (January 7, 2024): The status symbols they are a-changin'. <https://www.dw.com/en/the-status-symbols-they-are-a-changin/audio-67898579>
- **WDR5:** Gierke, L.A. (December 15, 2022). *Wie sich Statussymbole wandeln. Neugier genügt* [How status symbols are changing. Curiosity is enough]. <https://www1.wdr.de/mediathek/audio/wdr5/wdr5-neugier-genuegt-freiflaeche/audio-wie-sich-statussymbole-wandeln-100.html>
- **Frankfurter Allgemeine Sonntagszeitung (FAS):** Gierke, L.A. (November 13, 2022). "Angeben im Büro, Version 2.0" [Showing off in the office, version 2.0].
- **Schweizer Radio und Fernsehen (SRF):** Gierke, L.A. (September 13, 2021). Eco Talk. *Grundeinkommen – Ist jetzt die richtige Zeit dafür?* [Basic income – Is now the right time for it?] <https://www.srf.ch/play/tv/ecotalk/video/grundeinkommen---ist-jetzt-die-richtige-zeit-dafuer?urn=urn:srf:video:66a94fc0-862a-4eec-9d84-f1106d723894>
- **Tagesschau-Podcast "Mal angenommen..."** [Let's say...]: Gierke, L.A. (April 2, 2020). *Grundeinkommen für alle – was dann?* [Basic income for all – then what?] <https://www.tagesschau.de/multimedia/podcast/malangenommen/podcast-mal-angenommen-grundeinkommen-101.html>