



Lucas Kaschenbach  
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#### Languages

German, English



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PROFIL

## True change through precise consulting on an equal footing

I am convinced that the right values and attitudes, combined with interdisciplinary competencies, contribute significantly to a company's success. At the same time, the right general conditions can further promote desired attitudes and behaviors according to the principle "manage the system, not the people." With my long-standing expertise in leadership selection and development, I support my customers in successfully implementing these convictions.

Through my extensive consulting experience in various industries – from the public sector to medium-sized and large companies in the private sector – I have developed a comprehensive understanding of a wide range of corporate contexts. This versatility allows me to adapt quickly and flexibly to the specific requirements of my customers and to work with them to develop customized solutions.

My customers consider our collaboration as a partnership on an equal footing. In addition to my professional expertise, my approachable, empathic manner and my honest interest in their goals are what convince them. Above all, I am characterized by my approach of making complex topics tangible through specific, practical examples, thus clearly conveying messages. At the same time, I attach great importance to understanding people deeply – their inner structures, motives, and orientations – and to integrating these holistically into our work. In doing so, I always make sure that the system and the individual are given equal consideration. It is also important to me to convey fun and enjoyment, as an atmosphere that is as relaxed as possible provides an excellent basis for an effective learning environment. This combination enables me to successfully implement even challenging projects in a sustainable way, creating real light-bulb moments.

## My expertise for you

## Special skills

## Selected customers

## Selected publications

- Management of selection procedures and development programs in small and medium-sized companies as well as corporate groups
  - Design and delivery of Individual and Group Assessment Centers for the selection and support of experts and leaders
  - Design and delivery of Development Centers and analyses of potential to identify strengths and development areas in talents, experts, and leaders
  - Didactic design and delivery of training programs (face-to-face and remote) for the development of experts and leaders (e.g., on the topics of feedback, communication, interviewing, Agile Leadership & Management 3.0, employee development & coaching)
  - Delivery of impulse coaching sessions for experts and leaders
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- Master of Business Administration (majoring in Leadership, Strategic and Performance Management)
  - Master of Science in Psychology (majoring in Industrial and Organizational Psychology, Motivational Psychology)
  - Licensed management diagnostician in accordance with DIN 33430
  - Certified diagnostician (Hogan-Assessment)
  - Management 3.0 Expert
  - ZORTIFY Certification Program
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| <ul style="list-style-type: none"> <li>▪ Autohaus Gruppe Senger</li> <li>▪ IIG Doppstadt GmbH</li> <li>▪ Dörken-Gruppe</li> <li>▪ United Internet AG (1&amp;1)</li> <li>▪ Straumann Holding AG</li> <li>▪ Generali Deutschland AG</li> </ul> | <ul style="list-style-type: none"> <li>▪ APCOA Parking GmbH</li> <li>▪ German Federal Foreign Office [Auswärtiges Amt]</li> <li>▪ Deutsches Zentrum für Luft- und Raumfahrt e. V.</li> <li>▪ Charité – Universitätsmedizin Berlin</li> </ul> |
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- Kaschenbach, L., Riechmann, S. & Schubert, K. (2021). Virtuelle Zusammenarbeit und Homeoffice – Veränderte Beanspruchung und Bewältigungsstrategien [Virtual collaboration and home office – changing demands and coping strategies]. In dgp Informationen – Fachexpertise, Forschung und Praxis
  - Kaschenbach, L., Riechmann, S. (2021). Akzeptanz gegenüber Onlineseminaren – Eine Umfrage der Deutschen Gesellschaft für Personalwesen e.V. [Acceptance of online seminars – A survey by the German Society for Human Resource Management]. In dgp Informationen – Fachexpertise, Forschung und Praxis