

Coach Profile

Professional Experience	<ul style="list-style-type: none"> 16 years of operational experience in upper management at BMW AG 5 years as Chief Financial Officer of Softlab GmbH (now Cirquent GmbH) for finances, personnel and administration Managing Director of Gnoosis GmbH in consultancy, coaching and training since 1998
Executive Management	<ul style="list-style-type: none"> Group Financial Controller of BMW AG Chief Financial Officer of Softlab GmbH Managing Director of Gnoosis GmbH
Specialised Knowledge	<ul style="list-style-type: none"> Conflict resolution at all levels of the leadership hierarchy Successful change management for people, teams and organisations Empower women as leaders and help them place their special powers and qualities within the organisation effectively Reveal the individual's uniqueness and use these unique qualities as the driving force towards success in the professional and personal development (in terms of diversity) Differentiated knowledge of conflicts of interest and interdependencies within large organisations and their resolution Understand and cope with the emotional challenges of managers in the business and private environment Coaching sessions and team trainings in English language
Continuous Further Education (Trainer/Coaching)	<ul style="list-style-type: none"> Psychology course by Dr. Chuck Spezzano, USA Self-experience and stays in monasteries Designing and teaching of own coaching courses
Coaching Experience	<ul style="list-style-type: none"> Since 1998
Coaching Emphasis	<ul style="list-style-type: none"> Manage the complexity of leadership challenges in strongly interdependent structures and organisations Accompany managers in times of professional and personal change Make "impossible" challenges possible – reveal and activate the unexploited inner strength of people and teams Open up the way to success for women in leadership positions Lead from the inner source Use change management as the driving force for development – awaken enthusiasm for new and unconventional solutions Reunite teams: Solve open and hidden conflicts; recognise, appreciate and strengthen the uniqueness of each of the team members; gain enthusiasm, strength and success orientation from team challenges
Target group	<ul style="list-style-type: none"> Male and female managers in higher and upper management who have a personal concern and are willing to develop further Teams that want to grow closer together and/or have to manage new challenges

Principles	<ul style="list-style-type: none"> • Each challenge/conflict is a „call“ for change • The potential required for the change is basically available but often hidden by judgment and negative experience • If this potential is revealed and exploited, the problem will disappear; the required step towards change can be taken
Preferred Techniques	<ul style="list-style-type: none"> • Transform the perception of the problem and the emotions of all people involved – empathy, system and process analysis • Identify projections, roles and beliefs – change perception and take a new decision • Overcome emotional and mental blocks • Strengthen authenticity, open communication and the courage to lead • Reveal your own strengths - identify and make “step changes” • Guide people to their inner source, the inner centre of strength
References	<p>Individual coaching – e.g.</p> <ul style="list-style-type: none"> • People in higher and upper management – search for meaning, managing times of change and new challenges • Management board international consultancy: Coaching of management board member with the aim of transforming the entire line of business by means of: leadership through inner guidance, renewal of the relationships within the leadership team, exploitation of each team member’s unique potential • Managing director major international banking house: New positioning of her specific female strength in both self-perception and other peoples’ perception • Managing directors of IT companies/start-ups: Development of new and unexploited leadership potentials by the CEO to manage times of change within the organisation • Project managers and senior managers within the services sector <p>Team coaching – e.g.</p> <ul style="list-style-type: none"> • Team development executive management international consultancy: Develop identity and vision; solve hidden conflicts within the leadership team, identify and exploit the network partners’ individual and mutually enriching potentials • Leadership team automotive industry: Develop solutions within the team, enable significant cost cutting in mutual consent of all parties involved • Leadership team automotive industry: Vision workshop • Development leadership team medium-sized companies: New level of teamwork by developing the mutually enriching uniquenesses of each of the leadership team members as the driving force towards success. Action plan to rejuvenate the organisation
Sector Experience	<ul style="list-style-type: none"> • Industry and services sector