

Profile

Due to my work experience as a personnel manager at the highest management level of large companies and my own leadership experience in Germany and abroad, I am familiar with the challenges facing executives. As a university-educated psychologist and educationalist, I am well equipped to help my clients on every level of their professional development.

My Career Path

My comprehensive studies have influenced my professional development. They invariably focused on the development of the individual, whether due to training, professional or private changes, both women and men, in managerial or specialist roles. And every new step, every degree course, every further training and professional experience gave rise to something new:

Developmental psychology – my insight into people.

Adult educational theory – my discovery of how people learn and which methods they need to develop.

Economics – my knowledge of organizational forms and their logical strategic orientation.

Industrial psychology and organizational development – my fascination with the diverse skills needed in different jobs and how people and structures in companies or institutions interact and affect each other.

Languages and work experience abroad – my understanding of other cultures and my delight in the special nature of international cooperation and communication.

Managerial responsibility – my pleasure in organizing activities in the interests of the company, but always with the people.

My professional profile

- University diploma in education and psychology (Universities of Wurzburg, Paris and Munich)
- Certified coach (Ashridge Business School)
- Organizational development/management consulting (University of Bochum, Germany, and Tavistock Institute for Human Relations, UK)
- HR manager (the German Association for Human Resource Management, DGFP, and the Chartered Institute of Personnel and Development, CIPD, UK)
- Numerous further training programs in systemic family therapy, client-centered therapy and behavioral therapy, project processes
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30 years of experience as project manager, company director, head of adult vocational training, of education and further training, HR manager (Germany and France), head of recruiting and personnel development, head of international executive development, head of organization and organizational development mainly in the insurance/financial services sector (Allianz Group), but also in IT services, aviation, the metal-working industry, civil service and non-profit organizations mainly in Germany, France, Switzerland, but also, for special projects, in the USA, as well as countries in Africa and Asia..

Projects (selection)

- Development and ongoing implementation with employees in my own departments as well as external consultants and trainers for international qualification and further training for employees and executives on all management levels in the international headquarters and different companies of the Allianz Group
- Concepts and implementation of development projects, support for top executives in preparation for board positions
- Qualification for employees in the personnel and organizational development in aviation companies
- Customer focus for approximately 2000 executives and staff in the legal and executive departments in the insurance industry, as well as planning and controlling the corresponding necessary restructuring processes
- Concept and implementation of different projects to attract and develop women in leadership roles (mentoring, trainee programs, planning the leadership assignment and accompanying measures, including deployment abroad) within the scope of targeted international management development in the real estate and investment strategy industries
- Training of international consultants in organizational development/management consulting in cooperation with organizations of development assistance
- Concept and implementation of internal selection processes for executives and their development (including assessment and development centers) in European and Asian offices and insurance companies
- Introduction and review of comprehensive new structures and working conditions for the newly implemented, broadly conceived home-based office for processing departments in the insurance industry, in cooperation with the company management, executives and employee representatives, including multi-annual, social-scientific, long-term studies
- Concept and implementation of all personnel-related projects within the scope of a company restructuring at 20 sites, affecting about 2000 employees
- Concept and implementation of measures for determining and defining the strategic key positions as well as development of a recruiting/further development strategy for employees and executives affected within the scope of the strategic personnel planning in the Allianz Group
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All projects comprise the necessary agreements with the internal customers and external supporting partners, the conceptual work and coordination processes, the overall management or management of the agreed parts of the projects, project planning with all internally relevant persons as well as executive consultants, coaching, training and workshops for executives and employees; where necessary, also organization of qualification measures (new or retraining).