



**MARIANNE  
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Associate

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### **FOCUS OF WORK**

**Training** in leadership, change leadership, communication, conflict management, team development, Train the Trainer, Talent Development Programs

**Facilitation (large group) workshops** for team and strategy development, remote and hybrid workshops

**Coaching** executives, project managers, and employees, individual preparation for assessment centers, strength analysis according to Harrison Assessments, and conflict mediation

**Consulting** companies on agile change processes

### **EXPERIENCE**

Since 2015 Consultant, trainer and coach at GOLDRADT

4 years HR Business Partner at MONTBLANC

10 years HR development and HR management at MPC Capital AG

### **STUDY**

Business Administration with a focus on Human Resource Management, Universität Hamburg

### **APPRENTICESHIP**

Individual Psychological Consultant and Coach

Communication Trainer (based on Schulz von Thun)

Conflict Mediation (based on Christoph Thomann)

Transfer Strengths Coach

Certified Harrison Assessments Consultant

Certified Online Trainer

### **REFERENCES**

Akademie Deutscher Genossenschaften/ADG, Bauer Verlag, emutec Group, Feuerwehr Akademie Hamburg, Hamburger Hochbahn, Ipsos, Lufthansa Technik, Managementzentrum Schloss Montabaur, MONTBLANC, Richemont, MPC Capital, Sikora, Kühne + Nagel, Helm AG, WTM Engineers, Staatliche Porzellan Manufaktur Meissen, Gärtner Möbel, Gruner & Jahr, Jungheinrich, Wempe, Tchibo, Hamburg Media School, BG Verkehr, BKW Engineering, IG Metall

### **PROJECTS**

Design, implementation, and support of employee evaluation systems and employee retention programs

Internal support for mission statement development and introduction of new company values

Development, implementation, and execution of leadership development programs and talent development programs

Design and execution of leadership training, implementation of agile leadership methods

Support for the development and introduction of leadership guidelines

Design and execution of HR development concepts and blended learning approaches

Coaching and support of newly formed teams during change processes

Coaching of executives in agile contexts

Qualification of teams and executives

Support, facilitation, and consulting of companies of various sizes during change processes

Customized train-the-trainer formats - Effective design of online formats for internal trainers

### **LANGUAGES**

German, English

