

Date of birth: May 29, 1963
Place of birth: Bad Reichenhall

CURRICULUM VITAE

Education and internships

Internship 09/1987 – 02/1988
San Francisco State University, USA, Human Resources Department
Conducted a thorough training needs analysis

University education 08/1986 – 06/1987
San Francisco State University, USA
Business Communication & Organizational Psychology
Fulbright Scholarship

University education 10/1982 – 07/1986
Katholische Stiftungsfachhochschule München
Degree: Master of Social Education (Dipl.-Sozialpädagoge FH)
Thesis: Modern approaches in corporate training programs (based on a public speaking/dialectics seminar for top managers at BMW Group)

Internship 09/1984 – 07/1985
Betriebspädagogisches Institut (bpi), Munich
Worked as an (assistant) trainer, facilitated seminars for all types of groups, from trainees to top managers

Secondary education 05/1982
Dante- & Gisela-Gymnasium, Munich
General university entrance qualification (Abitur)

Professional experience

Owner and Head 01/2004 - present
Jegan – Human Resources Development

Senior consultant 10/1992 – 12/2003
Institut für Betriebspsychologie (ifb) Neufahrn, close to Munich
Coached international research teams and executives in the pharmaceutical industry. Also provided training and coaching to project managers at international consultancies, and introduced new management tools. Managed junior consultants internally

Consultant 12/1988 – 09/1992
Betriebspädagogisches Institut (bpi)
Trained executives and developed new seminars

Freelancer 04/1988 – 11/1988
Betriebspädagogisches Institut (bpi)
Facilitated communication training and supported team development

Areas of expertise

Consulting:

- Headed kick-off meetings for newly formed teams
- Provided long-term coaching to existing (international) teams
- Provided conflict management services for individuals and groups
- Supported clients in establishing a new management level, trained the new managers and supported their teams
- Implemented appraisal interviews as a mandatory management tool at all levels and supported the process for several years
- Developed a sales up project and implemented it with the client
- Moderated one- to five-day project team meetings

Training:

- Management training (for several hundred participants from all management levels)
- Sales force training
- Conflict management
- Team leadership in the context of project management

Coaching:

- Mainly executives
- Topics: Problems with mentees/mentors, career development, work-life balance

Strategy development:

- Created and implemented a development program for future managers
- Developed the "Reflection and Benchmarking" program for seasoned senior managers
- Introduced a train the trainer program for internal trainers and regional managers

IT skills

Well-versed in all **MS Office** applications as well as in the **Apple** World

Languages

Flawless **German**: Native Speaker

Excellent **English**: Spent two years in the US, often conducted international workshops in English

Basic knowledge of **Spanish**: Completed a four-week individual course in Ecuador, took courses at the Instituto Cervantes in Munich

Basic knowledge of **French**: Four years of secondary school French

Further training

Change Management Dr. Winfried Berner	09/2014
"Systemic Structural Constellations" Prof. Dr. Varga von Kibéd	07/2011
"The Art of Convincing" LMU Munich, Dr. Dieter Frey	01/2003
"Conditions for a Center of Excellence" LMU Munich, Dr. Dieter Frey	01/2002
"Conflict Management in Consulting" Dr. Friedrich Glasl	09/2000
"Hypno-coaching – Self-hypnosis and supervision" Institute for Integrated Therapy, Munich	02/1999
"Career-related group dynamics training for trainers and consultants" Dr. Klaus Doppler	07/1996
"Neurolinguistic self-organization – NLS" <i>Certificate: Certified NLP Practitioner (GANLP)</i> Institute for Integrated Therapy, Munich	03/1993 – 04/1994
Two-week management training course Fireman's Fund Insurance Companies, California, USA	12/1987
Trainer qualification exam ("Ausbildereingungsprüfung") Munich and Upper Bavarian Chamber of Commerce	10/1984

Holzkirchen, 21 March 2016



My personal and professional development

I chose to study social education because it observes the human condition through more than one academic lens. It combines pedagogy, psychology, sociology, philosophy and social medicine, which enables a comprehensive view of humanity.

While completing my first one-year internship, I learned the hard way that putting theory into practice can be an arduous exercise.

In my first year in the US, I was a Fulbright scholar and studied Management Theory, Business Communication and Industrial/Organizational Psychology. My time there helped me improve my intercultural skills in San Francisco's international environment. The experience was filled with challenges that made an important contribution to my personal development.

In my second year in the US, I worked on some major projects in a human resources department, including a training needs analysis for several thousand employees. The project taught me that many "textbook" HR tools cannot always be implemented as-is. It became clear to me that generating employees' (and their superiors') interest and enthusiasm for something new requires an enormous amount of time and effort. And this interest and enthusiasm is indispensable to get them to actively join new initiatives.

How I understand my role as a human resources professional

I have been working full-time as a professional consultant and trainer since 1988. My most successful work has involved coaching and advising individuals or groups, particularly "family groups" consisting of managers and their direct mentees. Much of my work has involved team and HR development, which addressed real challenges rather than hypothetical situations. I find this type of work most satisfying, as the results and successes of the joint efforts become evident quickly.

In retrospect, when I first started out I rather naively expected my work to change people. I have since realized that my role is to hold up the mirror and make sure people observe themselves. If people want to change what they see in that mirror, they must take the initiative themselves; all I can do is offer support and encouragement.