

● WORK EXPERIENCE

01/2019 – 09/2020 – Leverkusen , Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – COVESTRO AG

Situation:

"Leadership Foundation: Virtual Leadership Impulse / Virtueller Führungsimpuls"

A program that is one component of the larger Covestro Leadership Foundation Program and designed to give young leaders a comprehensive overview of the most important success factors when leading virtual intercultural teams. (Designed and executed in collaboration with Nikola Heidrich, heidrichconsulting.com) Program conducted in MS Teams in English and German.

Assignment:

- Assess needs of clients: Global Business Partner/Expert Training & Learning, training managers, HR Experts and Leadership Foundation Program designers and trainers
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for successful, intensive, 90-min session workshop
- Co-design interactive elements and sequences of the workshop including virtual trust building, timings, visuals and web conferencing tool use
- Co-create an engaging, highly dynamic virtual experience characterised by a friendly and open atmosphere
- Implement the design live online with client, co-moderator, and participants
- Organise partner learning and asynchronous elements
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

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04/2018 – 11/2019 – Leverkusen , Germany

VIRTUAL TEAM COACHING/TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – COVESTRO AG

Situation:

"Virtual Intercultural Teamwork@PCS"

Strategic account managers with functional responsibility for globally dispersed teams need to improve their cross-cultural, virtual leadership competence. This is a virtual program consisting of three 90-min interactive input sessions, followed by three, real-team meeting shadowing sessions with trainer feedback and individual leadership coaching calls afterwards. Several rounds of the program were executed internationally. (Designed and executed in collaboration with Nikola Heidrich, heidrichconsulting.com) Executed in *Skype for Business* and *IBM Connections* in English.

Assignment:

- Assess needs of clients: training managers, Senior Vice President Polycarbonates Mobility, Center of Excellence CRM Sales, Leadership team and international team leaders
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for successful, dynamic series of three 90-min session workshops and coaching interventions
- Co-design and develop interactive elements and sequences of the workshop including virtual trust building, timings, visuals and web conferencing tool use
- Co-create an engaging, highly dynamic virtual experience characterised by a friendly and open atmosphere
- Implement the design live online with client, co-moderator, and participants
- Conduct team shadow session with virtual leaders and their respective teams, feedback round and individual leadership/team coaching session
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

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Kaiser-Wilhelm-Allee 60 , 51373, Leverkusen , Germany

07/2016 – 12/2017 – Leverkusen , Germany

VIRTUAL TEAM COACHING/TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – COVESTRO AG

Situation:

"Virtual Leadership@ Covestro IT"

Global IT leaders with functional responsibility for globally dispersed teams need to improve their cross-cultural, virtual leadership competence while at the same time, their leadership team desires coaching to act as better role models

during the program and beyond. This is an in-depth virtual program consisting of three 90-min sessions and includes several global teams joined asynchronously in *IBM Connections*. Members conduct interactive facilitations, work in partnership with peers and in whole team scenarios. Leaders and leadership team members receive coaching sessions to assure learning transfer. (Designed and executed in collaboration with Nikola Heidrich, heidrichconsulting.com) Executed in *Skype for Business* and *IBM Connections* in English.

Assignment:

- Assess needs of clients: CIO and Head of Information Technology, Infrastructure & Operations, stakeholders and participant team leads
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for successful, engaging, live online sessions characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the virtual input sessions, coaching sessions, and feedback rounds including timings, visuals and web conferencing tool/asynchronous platform use
- Co-create a highly dynamic virtual experience with emphasis on tangible and actionable take aways for team leads and the leadership team
- Implement the design live online with client, co-trainer and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next steps

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07/2017 – Leverkusen , Germany

SKILL TRAINING/TEAM COACHING, IN-PERSON FORMAT (PROJECT) – COVESTRO AG

Situation:

"TOMA Skill Training SSC Bratislava"

A two-day team coaching/training for finance team designed to improve communications and leverage strengths. Designed by Movendo Consulting and conducted with Katharina Hettich ([http://www.anti-stress-akademie.com/die-trainer/katharina-hettich/](http://www.anti-stress-akademie.com/die-trainer/katharina-hettich/http://www.anti-stress-akademie.com/die-trainer/katharina-hettich/)) in collaboration with Movendo Consulting www.movendo.de). Conducted in English

Assignment:

- Define objectives and expectations for a dynamic workshop
- Implement the design F2F with team lead, co-trainer and participants
- Gather feedback and evaluate performance
- Liaise with clients for wrap up and next steps

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10/2015 – 07/2016 – Leverkusen , Germany

VIRTUAL TEAM COACHING/TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – COVESTRO AG

Situation:

"Virtual Leadership in Action"

Strategic account managers with functional responsibility for globally dispersed teams need to improve their cross-cultural, virtual leadership competence. This is an in-depth virtual program consisting of ten, 90-minute, sessions and includes two interdependent learning teams in two different hemispheres joined asynchronously in *IBM Connections*. There are three distinct modules: *Virtual tools and facilitation, Intercultural awareness, Leading virtual intercultural teams*. Participants experience four topic-based interactive facilitations in partnership, followed by peer-to-peer and trainer feedback, two real-life peer advice virtual leadership cases and three concrete transfer of learning demonstrations by each participant with stakeholder feedback. At the conclusion, participants conduct a real-team meeting in a shadowing session with trainer feedback after completion. (Designed and executed in collaboration with Nikola Heidrich, heidrichconsulting.com) Executed in *Skype for Business* and *IBM Connections* in English.

Assignment:

- Assess needs of clients: Center of Excellence CRM Sales, Leadership team and international team leaders
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for successful, engaging, live online sessions characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the virtual sessions, coaching sessions, peer advice, shadow sessions and feedback rounds including timings, visuals and web conferencing tool/asynchronous platform use
- Co-create a highly dynamic virtual experience with emphasis on tangible and actionable take aways for team leads
- Implement the design live online with client, co-trainer and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next steps

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