

● WORK EXPERIENCE

01/2019 – Cologne, Germany

CROSS-CULTURAL VIRTUAL TEAMWORK TEAM COACHING, IN-PERSON FORMAT (PROJECT) – LANXESS AG

Situation:

"Cross-cultural Team Coaching"

Two international teams are merged and need to work on cross-cultural differences and develop measures to leverage these differences. In a one-day, F2F workshop, the lead wants to reinforce a culture of constant feedback, further develop cross-cultural trust, explore agility including dealing with ambiguity, uncertainty and prioritisation, and reflect on typical personal behaviours. Conducted in English. (Delivered in conjunction with Movendo Consulting, <https://www.movendo.de>)

Assignment:

- Assess needs of clients: Head of Market Segment Disinfection in the Material Protection Products business unit, co-lead and team members
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a dynamic F2F workshop that produces tangible results
- Co-design interactive elements and sequences of the workshop including objectives, timings, visuals and discussions
- Create a highly interactive and trusting building experience characterised by a friendly and open atmosphere
- Implement the design with team lead and team
- Conduct team feedback rounds
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

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06/2018 – Dormagen, Germany

TEAM COACHING/TRAINING DESIGN AND IMPLEMENTATION, IN-PERSON FORMAT (PROJECT) – LANXESS DEUTSCHLAND GMBH

Situation:

"Virtual Teamwork Team-building workshop"

Project Management Office desires a one-day, interactive, F2F team-building workshop so team members can get to know each other better and work on strengths and communications as well as virtual teamwork. The team of eight Global Working Group leaders and one Innovation group leader are experienced and come from a mostly technical background. (Designed and executed in collaboration with Movendo Consulting, www.movendo.de)

Assignment:

- Assess needs of clients: High Performance Materials Project Management Office and Global Working Group leaders
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a dynamic workshop
- Co-design interactive elements and sequences of the workshop including learning objectives, timings and visuals
- Create a highly interactive and trust building F2F experience characterised by a friendly and open atmosphere and concentrates on transfer to a virtual team context
- Implement the design F2F with team leads and team members
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

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07/2017 – Leverkusen, Germany

TEAM COACHING/TRAINING DESIGN AND IMPLEMENTATION, IN-PERSON FORMAT (PROJECT) – LANXESS AG

Situation:

"Virtual Teamwork, Team-building workshop"

Head of Process- and Plant Safety desires a one-day, interactive, F2F team-building workshop so team members can get to know each other better and to ease working across cultures and in a virtual environment. The team of approx. 20 members is experienced, international and comes from a mostly technical background. (Designed and executed in collaboration with Movendo Consulting, www.movendo.de)

Assignment:

- Assess needs of clients: Head of Process- and Plant Safety and Process and Plant Safety Senior Safety Expert

- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a dynamic trust-building workshop
- Co-design interactive elements and sequences of the workshop including learning objectives, timings and visuals
- Concentrate on transfer of content to a virtual team context
- Create a highly interactive and trust building F2F experience characterised by a friendly and open atmosphere
- Implement the design F2F with team leads and team members
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

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