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About me: Experienced freelance specialist who finds inspiration supporting professionals and organisations in making their live-online interactions and virtual events even more effective, efficient and dynamic. I follow the sun every day making cross-cultural virtual leadership and remote collaborative exchanges more tangible, rewarding and human.

● WORK EXPERIENCE

12/2020 – 12/2020 – Bonn, Germany

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

"EU Alumni Initiative"

A three-event, international program to strengthen the EU Alumni community worldwide through alumni activities and events, online tools and communication and outreach. Nurturing alumni relations for Public Diplomacy Conducted in *WebEx* in English.

Assignment:

- Assess needs of client: GIZ International Services Operations Europe, Mediterranean, Centra Asia Representative; Senior Expert International Alumni Relations; Project Manager FPI.4; VIP representatives and alumni community
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for engaging, alumni events characterised by a friendly community-building atmosphere
- Co-design interactive elements and sequences of the live-online sessions, including timings, speaker preparation/coaching, visuals and web conferencing tool use
- Co-create a highly dynamic, memorable virtual experience
- Execute practice runs of events and provide feedback
- Implement the design live online with clients, VIP guests, co-moderators, and alumni participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next step

Activities of extraterritorial organisations and bodies | www.giz.de | Germany

08/2020 – 12/2020 – Bonn, Germany

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Event:

GEO-LDN Competition "Designing A Land Use Planning Solution for Land Degradation Neutrality"

A multi-event, international competition including inputs from competitors, judges, experts, users and competition team. Virtual sessions include virtual briefing, virtual pitch event, sneak preview event, user journey, demo session and award ceremony at CRIC 19. Conducted in *MS Teams and Zoom* in English.

Assignment:

- Assess needs of client: GEO-LDN co-Chair and co-Lead of WG2, Senior Scientific Advisor, Programme Officer, Science Technology and Innovation Unit UNCCD and conference attendees
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for engaging, competition events characterised by a friendly, fair and transparent atmosphere
- Co-design interactive elements and sequences of the live-online sessions, including timings, speaker preparation/coaching, visuals and web conferencing tool use
- Co-create a highly dynamic, memorable virtual experience
- Execute practice runs of events and provide feedback
- Implement the design live online with client, competitors, co-moderators, and participants
- Gather feedback and evaluate performance
- Liaise with stakeholders for wrap up and next steps

Activities of extraterritorial organisations and bodies | giz.de | Friedrich-Ebert-Alle 40, 53111, Bonn, Germany

09/2020 – 11/2020 – Bonn, Germany

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – UNITED NATIONS CONVENTION TO COMBAT DESERTIFICATION (UNCCD)

Event:

"Meeting of the Bureau of the Committee on Science and Technology (CST) of the Fourteenth Session of the Conference of the Parties (COP)" & "12th meeting of the Science-Policy Interface (SPI)"

A one-day, and four-day, international scientific conference with VIP speakers, plenary discussions and working groups. This is the first time the working meetings were held virtually. All meetings held in *Zoom Webinar* in English.

Assignment:

- Assess needs of clients: UNCCD Science, Technology and Innovation Unit Chief; Lead Scientist; scientific team and conference attendees
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful working conference
- Co-design interactive elements and sequences of the four-day virtual conference including timings, speaker preparation/coaching, visuals and web conferencing tool use.
- Co-create a compelling, unique and result-oriented virtual experience characterised by a friendly and open atmosphere
- Execute practice runs and provide feedback
- Implement the design live online with client, VIP speakers, co-moderators, technical support and participants
- Coordinate and facilitate the plenary discussions and working group breakout sessions with subsequent presentations of results in plenum
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next steps

United Nations Convention to Combat Desertification (UNCCD) |

Activities of extraterritorial organisations and bodies | secretariat@unccd.int | <https://www.unccd.int/> |

Platz der Vereinten Nationen 1, 53113, Bonn, Germany

09/2020 – 12/2020 – Cologne, Germany

VIRTUAL UNIVERSITY DOCENT FOR INTERCULTURAL MANAGEMENT, PURE VIRTUAL FORMAT (BACHELOR-LEVEL) – HOCHSCHULE FRESENIUS ONLINE PLUS GMBH (PRIVATE UNIVERSITY OF APPLIED SCIENCES)

Learning outcomes:

- Deepen understanding of the advantages cultural diversity offers in international business with focus on hospitality and event management
- Acquire knowledge of cultural practices and norms in other parts of the world
- Increase awareness about cultural differences and viewpoints
- Gain insight about the values, practices, and products of other cultures and how these relate to hospitality and event management
- Improve ability to interact and communicate more effectively across cultures
- Apply cultural theory and personal know-how to everyday business situations

Wirtschaft & Medien | Education | www.hs-fresenius.de | Im Mediapark 4d, 50670, Cologne, Germany

09/2020 – Belgrade, Serbia

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Event:

"GIZ Serbia Country Planning 2020 Review"

A two-day virtual country planning conference with team lead, VIP speakers, plenary discussions and working breakout groups. Country planning event followed by week-long, special topic virtual meeting series conducted in Serbian.

Events were held in *Microsoft Teams* in English and Serbian.

Assignment:

- Assess needs of clients: Portfolio Manager, Country Director, Project Heads and conference attendees
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful working conference
- Co-design interactive elements and sequences of the virtual conferences including timings, speaker preparation/coaching, visuals and web conferencing tool use
- Co-create a trust-building and results-oriented virtual experience characterised by a friendly and open atmosphere and focus on enhancing communication and cooperation in team
- Execute practice runs and provide feedback
- Implement the design live online with client, VIP speakers, co-moderators, technical support and participants
- Coordinate and facilitate the plenary discussions and working group breakout sessions; facilitate subsequent presentations of results in plenum

- Virtual coaching of Serbian-language speakers on making their events more engaging and interactive for national personnel
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise stakeholders for wrap up and next steps

GIZ Serbia | giz.de | Brzakova 20, 11000, Belgade

09/2020 – Arlington, VA , United States

LIVE-ONLINE EVENT COACH, PURE VIRTUAL FORMAT (PROJECT) – CONSERVATION INTERNATIONAL

Event:

"*OceanFrontCHANGE*"

A three-day virtual scientific meeting with team lead, guest speakers and interactive plenary discussions in *Zoom* in English. A subsequent second series of virtual meetings was planned to be held by additional team lead.

Assignment:

- Clarify overriding strategic goals of the project for the organisation
- Assess needs of clients: Senior Scientists and their respective attendees
- Conduct intensive online coaching sessions with two lead-scientists
- Review planned agendas and provide feedback to increase interactivity and trust building
- Gather feedback and evaluate performance
- Liaise with clients and wrap up

Betty and Gordon Moore Center for Science, Conservation International |

Activities of extraterritorial organisations and bodies | <https://www.conservation.org/> |

2011 Crystal Drive, Suite 600 , 22202, Arlington, VA , United States

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

Professional, scientific and technical activities | covestro.com | Leverkusen , Germany

08/2020 – Bonn, Germany

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Event:

"*BMZ Virtual Lessons Learned Workshop on Urban Displacement: "Tackling the Root Causes of Displacement; (Re-)integrating Refugees"*

A two-day virtual international conference with VIP speakers, plenary discussions and working breakout groups sponsored by the German Federal Ministry of Economic Cooperation and Development. Events was held in *Big Blue Button* in English. (Designed and executed in collaboration with Nikola Heidrich, www.heidrichconsulting.com)

Assignment:

- Assess needs of clients: Project Managers, stakeholders, VIP speakers and conference attendees
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful working conference characterised by a friendly and open atmosphere

- Co-design interactive elements and sequences of the virtual conference including timings, VIP speaker preparation/coaching, visuals and web conferencing tool use
- Co-create a highly-productive virtual experience focussing on lessons learned and tangible outcomes
- Execute practice runs and provide feedback
- Implement the design live online with client, VIP speakers, co-moderators, technical support and participants
- Coordinate and facilitate the plenary discussions and working group breakout sessions with subsequent presentations of results in plenum
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next steps

Activities of extraterritorial organisations and bodies | [giz.de](https://www.giz.de) |

Friedrich-Ebert-Allee 32 + 36, 53113, Bonn, Germany

05/2019 – 06/2020 – Bonn, Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Situation:

"Designing interactive online workshops"

This program appears in adapted versions for a variety of internal clients such as Digital Pioneers, HR professionals, GIZ and AIZ members who need to learn to support colleagues in acquiring digital literacy competencies and accompany change processes. To accomplish these aims, the internal clients need to develop their own interactive online workshops using *Microsoft Teams*. This program includes live online workshops, a toolkit (8 methods for designing interactive workshops, icebreaker library, cross-cultural critical incidents and script guidelines) and three expert coaching sessions to support this transformation. Several rounds of different versions of this program design have been executed. Program was conducted in *MS Teams* in English and German. (Designed and executed in collaboration with Nikola Heidrich, www.heidrichconsulting.com)

Assignment:

- Assess needs of clients: a wide variety of different internal clients depending on training focus
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful dynamic interactive workshop characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the workshop including timings, visuals and web conferencing tool use
- Co-create a dynamic and "hands on" virtual experience
- Implement the design live online with client, co-moderator, and professionals: three interactive 90-min workshops
- Co-author support materials and templates
- Organise peer-to-peer learning, peer and expert feedback on peer produced results
- Engage in coaching session to support participants in learning transfer
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

GIZ HR | Activities of extraterritorial organisations and bodies | [giz.de](https://www.giz.de) |

Friedrich-Ebert-Allee 32 + 36, 53113, Bonn, Germany

02/2019 – 06/2020 – Bonn, Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Situation:

"Learning Café: How to facilitate interactive online workshops"

This program appears in adapted versions for a variety of internal clients such as Digital Pioneers, HR professionals, GIZ and AIZ members who need to learn how to design and implement interactive online workshops. These professionals need an introductory impulse to create their own interactive online workshop (or re-design previous in-person formats) and training programs for colleagues. Program was conducted in *MS Teams* in English, German and French. (Designed and executed in collaboration with Nikola Heidrich, www.heidrichconsulting.com)

Assignment:

- Assess needs of clients: AIZ & GIZ professionals
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful introductory workshop characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the workshop including timings, visuals and web conferencing tool use
- Co-create an intensive, highly interactive virtual experience
- Implement the design live online with client, co-moderator, and AIZ & GIZ professionals: one interactive 90-min workshop
- Co-author support materials and templates

- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Academy | Activities of extraterritorial organisations and bodies | <https://www.giz.de/akademie/de> |

Friedrich-Ebert-Allee 32 + 36, 53113, Bonn, Germany

03/2020 – 05/2020 – Geneva, Switzerland

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – WORLD METEOROLOGICAL ORGANIZATION (WMO)

Event:

"GEO-LDN Online User Consultation Workshop on Data Quality Standards" and "GEO-LDN DQS User Workshop"

A four-day virtual international workshop with VIP speakers, plenary discussions and working breakout groups. The workshops were followed by the online validation workshop for decision trees with users. Events were held in *Zoom Webinar* in English. (Designed and executed in collaboration with Alastair Graham, <https://geoger.co.uk/>)

Assignment:

- Assess needs of clients: GEO-LDN co-Chair and co-Lead of WG2, Senior Scientific Advisor, Programme Officer, Science Technology and Innovation Unit UNCCD, Director Geoger, stakeholders and workshop attendees
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for productive workshops characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the workshop including timings, VIP speaker preparation/ coaching, visuals and web conferencing tool use
- Design for a dynamic virtual experience
- Execute practice runs and provide feedback
- Implement the design live online with client, VIP speakers, co-moderators, technical support and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next steps

Activities of extraterritorial organisations and bodies | <https://public.wmo.int/en> |

7 bis, avenue de la Paix – Case postale 2300, CH 1211 , Geneva 2, Switzerland

05/2020 – Jarkarta , Indonesia

LIVE-ONLINE EVENT DESIGN AND FACILITATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Event:

"Meet and greet the EU Ambassador to Indonesia and Brunei Darussalam"

A 90-minute live online celebratory event introducing Ambassador Vincent Piket and Alumni of EU programs on the occasion of Europe Day 2020. Held in *WebEx* and *Zoom Webinar* in English.

Assignment:

- Assess needs of clients: GIZ EU Alumni Project Head, the Ambassador and ambassadorial staff
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful celebratory event characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the virtual celebrations including timings, visuals and web conferencing tool and multi media use
- Co-create a highly dynamic virtual experience focussing on community building
- Execute trial run with the Ambassador and team
- Implement the design live online with client, co-moderators, the Ambassador and other VIP speakers: 90-min live online session
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Alumni Programs | Activities of extraterritorial organisations and bodies | [giz.de](https://www.giz.de) |

Friedrich-Ebert-Allee 32 + 36, 53113, Bonn, Germany

09/2019 – 12/2019 – Düsseldorf, Germany

UNIVERSITY DOCENT FOR INTERCULTURAL MANAGEMENT, IN-PERSON FORMAT (BACHELOR) – HOCHSCHULE FRESENIUS DÜSSELDORF

Learning outcomes:

- Deepen understanding of the advantages cultural diversity offers in international business with focus on hospitality and event management
- Acquire knowledge of cultural practices and norms in other parts of the world
- Increase awareness about cultural differences and viewpoints

- Gain insight about the values, practices, and products of other cultures and how these relate to hospitality and event management
- Improve ability to interact and communicate more effectively across cultures
- Apply cultural theory and personal know-how to everyday business situations

09/2016 – 11/2019 – Düsseldorf, Germany

CROSS-CULTURAL COMPETENCE TRAINING: USA-GERMANY, IN-PERSON FORMAT (PROJECT) – QVC

Situation:

"Cross-cultural Competence Training: USA-Germany, UK, Italy and France"

Coordinator People (HR) Learning desires a one-day, F2F intensive cross-cultural awareness and communications training with focus on key QVC partner national cultures (Delivered in conjunction with Merle & Sheppard, <https://www.language-consulting.com/training>)

Assignment:

- Assess needs of clients: Coordinator LEARNING | PEOPLE, Manager LEARNING | PEOPLE and participants
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for one-day, intensive F2F training characterised by a friendly and open atmosphere
- Co-design and develop interactive elements and sequences of the training including learning objectives, timings, visuals and discussion segments
- Create a highly dynamic F2F experience with tangible take aways
- Implement the design F2F with clients and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Coordinator People (HR) Learning | Administrative and support service activities | qvc.de |

QVC, Plockstr. 30 , 40221, Düsseldorf , Germany

10/2017 – 11/2019 – Leverkusen , Germany

VIRTUAL TRAINING IMPLEMENTATION, IN-PERSON FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"Mahlzeit How are you?"

A one-day, F2F training program. Due to a company merger, two very different organisational cultures with different national cultures (USA-Germany) had to quickly integrate with each other. This program focuses on leveraging differences and commonalities between USA and German cultural orientations in the workplace. Program was conducted in English. (Designed by Whitney Breer, golebenskunst.de, and conducted in collaboration with LSI Berlin, lsi-berlin.de)

Assignment:

- Define needs of client with Whitney Breer (program designer), Advancing Together Change & Culture Workstream, LSI Berlin and program trainers
- Clarify overriding strategic goals of the project for the organisation
- Implement the Whitney Breer's design F2F with client and participants
- Organise and conduct trainer, client feedback rounds
- Gather feedback and evaluate performance
- Liaise with clients and designer for wrap up and next steps

Advancing Together Change & Culture Workstream | Professional, scientific and technical activities | Bayer.com |

51368, Leverkusen , Germany

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

Professional, scientific and technical activities | covestro.com |

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

01/2019 – 10/2019 – Bonn, Germany

TEAM COACHING, PROGRAM DESIGN AND IMPLEMENTATION, HYBRID FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Situation:

"Digital fit team"

An Akademie für Internationale Zusammenarbeit (AIZ) team lead and team set the goal of becoming digitally fit, i.e. to professionalize their digital literacy and to learn to work together and communicate more effectively and enjoyably in virtual environments, such as virtual team meetings and in client consultations. Program was conducted in *Skype for Business* in German. (Designed and executed in collaboration with Nikola Heidrich, www.heidrichconsulting.com)

Assignment:

- Assess needs of clients: Group Leader, Program Coordination and Customer Services; AIZ team members
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a series of successful dynamic workshops characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the workshop including timings, visuals and web conferencing tool use
- Co-create a highly practical and "hands on" virtual and hybrid experience
- Implement the design live online with clients, co-moderator, and AIZ team members: one F2F expectations day and eight interactive 90-min live online workshops
- Co-author support materials and templates
- Organise and execute peer-to-peer learning, peer and expert feedback on peer produced results
- Engage in coaching session to support participants in learning transfer
- Conduct peer-to-peer, leader-team, expert feedback rounds
- Coordinate live online coaching/process management with team lead
- Implement two shadowing sessions of organised team meetings
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Activities of extraterritorial organisations and bodies | giz.de |

Friedrich-Ebert-Allee 32 + 36, 53113, Bonn, Germany

09/2019 – Berlin, Germany

CROSS-CULTURAL VIRTUAL TEAMWORK COACHING, IN-PERSON FORMAT (PROJECT) – MISSION TALENT

Situation:

"Strengthening Feedback Culture across Cultures"

Team lead of existing international team wants to work on improving feedback culture in team. Team is primarily virtual but a F2F team meeting presents the opportunity for a F2F workshop. Feedback topic covers cross-cultural feedback, feedback across different media, feedback models and methods and feedback with clients. Program conducted in English. (Delivered in conjunction with Witt Consulting, <https://wittconsulting.de>)

Assignment:

- Assess needs of clients: Director-Owner, Principle Consultant and team
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a dynamic feedback workshop
- Design and develop interactive elements and sequences of the workshop including learning objectives, timings, visuals and discussion
- Create a highly practical and trusting building experience characterised by a friendly and open atmosphere
- Implement the design F2F with client and participants
- Gather feedback and evaluate performance in achieving overall strategic goals

- Liaise with clients for wrap up and next steps

Professional, scientific and technical activities | missiontalent.com |

Mission Talent, Seelower Strasse 7, 10439, Berlin, Germany

01/2019 – 06/2019 – Bonn, Germany

VIRTUAL TRAINING OPTIMIZATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Situation:

"Foundations of GIZ Communications"

After running the pilot program, the live online training program needs optimization based on participant, trainer team and client feedback. Program was conducted in *Skype for Business* in English.

Assignment:

- Assess needs of clients: Competence Development, Communications Consulting, Enterprise Communications, HR, Digital Learning and program trainers
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for optimisation
- Co-develop and modify interactive elements and sequences of the workshop including learning objectives, timings, visuals and web conferencing tool use
- Organise and conduct trainer, client feedback rounds, conduct Q & A
- Implement the modified design with client, trainers, and learners
- Engage in coaching session to support trainers in live online methodology
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Communications | Activities of extraterritorial organisations and bodies | giz.de |

Friedrich-Ebert-Alle 40 , 53111, Bonn, Germany

06/2013 – 06/2019 – Duisburg-Essen, Germany

UNIVERSITY DOCENT, CROSS-CULTURAL COMPETENCE AND COMMUNICATIONS, IN-PERSON FORMAT (MASTER) – UNIVERSITY OF DUISBURG-ESSEN

Learning outcomes:

- Deepen understanding of the advantages cultural diversity offers in international cooperation and in areas associated with urban planning
- Acquire knowledge of cultural practices and norms in other parts of the world with particular focus on working in international planning contexts
- Increase awareness about cultural differences and viewpoints and what these differences mean when working in international contexts
- Gain insight about the values, practices, and products of other cultures and how these affect ideas of teamwork, leadership and international organisational units
- Improve ability to interact and communicate more effectively across cultures in international contexts using a variety of communication media
- Apply cultural theory and personal know-how to everyday urban planning considerations

ARUS and Masters Program "Urban Systems" | Education |

<https://www.uni-due.de/urbane-systeme/advanced-research-in-urban-systems.shtml> |

Universitätsstraße 2, Gebäude S03 S00 A37, 45117 , Essen , Germany

11/2017 – 04/2019 – Leverkusen , Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"Advancing Together - Working across distances"

A three-module virtual training program. Due to company merger, two very different organizational cultures had to quickly integrate with each other. This program focuses on technical tools, trust in teams, visibility, responsibilities, cross-cultural case studies, team building, team rules, warning signs of virtual conflict, recognition and a live simulation on communications. Program was conducted in *Skype for Business* in English. (Designed and conducted in collaboration with Juliane Wiktorin, www.movendo.de/charaktere/details/person/juliane-wiktorin/ and Movendo Consulting, movendo.de)

Assignment:

- Assess needs of clients: Advancing Together Change & Culture Workstream, Movendo Consulting and program trainers
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a series of dynamic workshops and support materials including playbook
- Co-design interactive elements and sequences of the modules including learning objectives, timings, visuals and web conferencing tool use
- Co-create a highly engaging and integrating virtual experience characterised by a friendly and open atmosphere
- Implement the design live online with client, trainers, and participants: three 90-min workshops
- Organise train-the-trainer sessions for additional live online trainers
- Engage in coaching session to support trainers in live online methodology
- Coordinate and conduct trainer, client feedback rounds
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Advancing Together Change & Culture Workstream | Professional, scientific and technical activities | [Bayer.com](https://www.bayer.com) |

51368, Leverkusen, Germany

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

Professional, scientific and technical activities | [lanxess.com](https://www.lanxess.com) | Kennedyplatz 1, 50569, Köln, Germany

10/2018 – 12/2018 – Bonn, Germany

VIRTUAL TRAINING DESIGN AND OPTIMISATION, PURE VIRTUAL FORMAT (PROJECT) – DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH

Situation:*"Principles and standards in Communications"*

A previously F2F, four-day training program, needs to be virtualised into a purely online format *"Foundations of GIZ Communications"* using interactive synchronous and asynchronous elements. After this pilot, the program will be used to train all communications officers at GIZ worldwide as to the principles of GIZ communications. Program was conducted in *Skype for Business* in English.

Assignment:

- Assess needs of clients: Competence Development, Communications Consulting, Enterprise Communications, HR, Digital Learning and program trainers
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a series of dynamic live online workshops and asynchronous platform
- Co-design interactive elements and sequences of the workshop including learning objectives, timings, visuals and web conferencing tool and learning platform use
- Co-create a highly interactive and trusting building virtual experience characterised by a friendly and open atmosphere
- Implement the design with client, trainers, and pilot members: eight interactive 90-minute live online workshops
- Organise peer-to-peer learning, peer and expert feedback on peer produced results
- Engage in coaching session to support trainers in live online methodology
- Organise and conduct trainer, client feedback rounds

- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Activities of extraterritorial organisations and bodies | giz.de | Friedrich-Ebert-Alle 40 , 53111, Bonn, Germany

09/2012 – 08/2018 – Leverkusen , Germany

VIRTUAL AND F2F TRAINING/COACHING DESIGN AND IMPLEMENTATION, HYBRID FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"BayWay Leadership Program"

Bayer leadership program for leaders with at least four years' international leadership experience. This is a highly complex program that extends over several months to include modules on: Intercultural Awareness, Virtual Leadership, Leading in Times of Change, Leading in Complex Environments. The program includes a six-session virtual phase, followed by a week-long, F2F Learning Lab. Program includes inputs, reflection, partner work, whole team work, shadowing, individual coaching calls and peer advice sessions. The program was continually updated over the many years it was conducted and a number of leaders enjoyed taking part. Program conducted in English via a variety of web conference tools, most recently *Skype for Business*. (Conducted in cooperation with Movendo Consulting, www.movendo.de)

Assignment:

- With team, assess needs of clients: Learning & Training - Academies & Leadership; Change Solutions, Competence Training and Talent; Movendo Consulting team
- Clarify overriding strategic goals of the project for the organisation
- Collaboratively define objectives for a series of dynamic workshops and asynchronous platform interactions in conjunction with clients and BayWay coach and trainer team
- Co-design interactive elements and sequences of the workshop including learning objectives, timings, visuals and web conferencing tool use
- Focus efforts on *Virtual Leadership* and *Intercultural Awareness* modules, implement several redesigns over years
- Co-create a highly engaging and trust building virtual experience characterised by a friendly and open atmosphere
- With team, implement the design, live online and F2F, with clients and participant leaders
- Organise peer-to-peer learning, peer and expert feedback on peer produced results
- Engage in coaching sessions to support core team members with their leadership objectives
- Contribute to trainer, client feedback rounds and implement changes as result of lessons learned
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Professional, scientific and technical activities | Bayer.com | Leverkusen , Germany

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

Professional, scientific and technical activities | lanxess.com | Cologne, Germany

02/2018 – London, United Kingdom

TRAIN-THE-VIRTUAL TRAINER, PURE VIRTUAL FORMAT (PROJECT) – DUKE CORPORATE EDUCATION

Situation:

"Facilitation of interactive live online sessions"

Duke Corporate Education desires to offer a train-the-trainer impulse seminar on the basics of live online interactivity for its trainers involved in "Ambidextrous Leadership for Deutsche Telekom". Content includes foundations of building virtual trust, involving everyone, increased interactivity including gamification, icebreaking and warming up. (Designed and executed in collaboration with Nikola Heidrich, heidrichconsulting.com) Executed in *Zoom Meeting* in English.

Assignment:

- Assess needs of clients and participant online trainers
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful, engaging, live online session characterised by a friendly and open atmosphere
- Co-design interactive elements and sequences of the virtual session including timings, visuals, Q&A segment and web conferencing tool
- Co-create a highly dynamic virtual experience with emphasis on tangible methods the online trainers can actually deploy
- Implement the design live online with client, co-trainer and online trainers
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with stakeholders for wrap up and next steps

Education | <https://www.dukece.com/> | London, United Kingdom

08/2014 – 12/2017 – Leverkusen , Germany

ONLINE LEADERSHIP COMMUNITY DESIGN AND MANAGEMENT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"Online leadership community design and management"

The online alumni communities: Bayer Leadership Excellence, Learn to Lead I and Learn to Lead II, EPFC Feedback and the BayWay Leadership Community, all need to be enlivened and updated to foster more interaction among community members of each respective online community in *IBM Connections*

Assignment:

- Assess needs of clients: CoE Talent Management Head of Learning and Training
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for asynchronous *IBM Connections* communities
- Co-design asynchronous interactive elements and sequences including learning objectives, community management, timings and visuals
- Implement the design with community members including community management and monitoring
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

Professional, scientific and technical activities | bayer.com | 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

Professional, scientific and technical activities | Leverkusen, Germany

03/2017 – 12/2017 – Ludwigshafen am Rhein, Germany

WORKSHOP CO-FACILITATION, IN-PERSON FORMAT (PROJECT) – BASF SE

Situation:

"Team building workshops with golebenskunst"

A variety of workshops run by a variety of BASF team leads to examine and better leverage team strengths. (Workshops were designed, organised and conducted by Whitney Breer, golebenskunst.de) Workshops held in several locations in English

Assignment:

- Implement the design of these one-day sessions with Whitney Breer, co-moderators and participants
- Gather feedback and evaluate performance with Whitney Breer and co-moderator team

Professional, scientific and technical activities | basf.com | Ludwigshafen am Rhein, Germany

07/2009 – 11/2017 – Leverkusen, Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, HYBRID FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"Leading Virtual Teams"

Experienced global virtual leaders need enhanced competencies in leading virtual teams and in leading across cultures. This hybrid program incorporates a three-day face-to-face workshop and includes one virtual pre-session and a post session. Program explores the topic of international virtual leadership in depth and on an advanced level. Virtual program modules conducted in *WebEx*, later *Lync* and *Skype for Business* in English and German. This program was the core international virtual leadership and intercultural awareness program at Bayer for eight years and a number of leaders took part during that time. (Designed and executed in collaboration with Juliane Wiktorin, www.movendo.de/charaktere/details/person/juliane-wiktorin/; also executed with Laura Schwan, skillesense.com/laura-schwam/ and Nikola Heidrich, www.heidrichconsulting.com)

Assignment:

- Assess needs of clients: Learning & Training- Academies & Leadership and respective team leads
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful dynamic, three-day, F2F workshop, and two, 90-minute virtual workshops
- Co-design and develop "hands on" interactive elements and sequences of the workshops including trust building, timings, visuals and web conferencing tool use
- Co-create an engaging highly interactive virtual, and in-person, experience characterised by a friendly and open atmosphere
- Implement the design live online and F2F with client and senior leadership participants
- Organise partner learning and asynchronous elements
- Co-author support materials and templates
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

HR Operations Learning & Training Coordinators | Professional, scientific and technical activities |

www.bayer.com | Building 4818 (Hauptstraße 105), 51368, Leverkusen, Germany

11/2017 – Wuppertal, Germany

TEAM COACHING/TRAINING DESIGN AND IMPLEMENTATION, IN-PERSON FORMAT (PROJECT) – VORWERK & CO. KG

Situation:

"Team-building and training for Marketing Leaders"

Senior Vice President of Marketing desires an intensive half-day interactive team-building and training session with the international marketing leaders. These leaders want to deepen their relationships with each other and design strategies for feeling together despite being located across the globe. (Session conducted in conjunction with Merle & Sheppard, <https://www.language-consulting.com/training>)

Assignment:

- Assess needs of clients: Senior Vice President of Marketing and marketing 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

- Concentrate on transfer of content to a virtual team context
- Co-create a highly interactive and trust building F2F experience characterised by a friendly and open atmosphere
- Implement the design F2F with team lead and leadership team members
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Manufacturing | vorwerk.com | Wuppertal, Germany

08/2017 – Wollerau, Switzerland

CROSS-CULTURAL TRAINING, IN-PERSON FORMAT (PROJECT) – VORWERK INTERNATIONAL & CO. KMG

Situation:

"Cross-cultural competence and communications: India, China, UK and France"

A senior leadership team wants to increase knowledge and competence in cross-cultural awareness and communications with focus on: India, China, UK and France. Two-day in person training at headquarters held in English. (Delivered in conjunction with Merle & Sheppard, <https://www.language-consulting.com/training>)

Assignment:

- Assess needs of clients: Head of People Development International, Senior vice CEO and client team
- 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, visuals and discussions
- Co-create a highly interactive and trusting F2F experience characterised by a friendly and open atmosphere
- Implement the design F2F with clients, team lead and team
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Manufacturing | vorwerk.ch | Verenastrasse 39, 8832 , Wollerau, Switzerland

05/2010 – 07/2017 – Leverkusen , Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, HYBRID FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"IPLA: International Project Leadership Academy, (Managing Virtual Teams & Intercultural Awareness modules)"

Global project leaders need "hands on" competencies in managing virtual teams and in intercultural awareness. (IPLA program also includes modules in team building, management theory and practice, conflict management, professional communication, systemic thinking and acting, and lessons learned in projects). The *Managing Virtual Teams* module includes in-person seminars as well as virtual pre- and post-sessions. Program module conducted in *SaBa Centra*, later rounds in *WebEx* and *Skype for Business* in English. This program was the core international virtual leadership and intercultural awareness program for international project managers at Bayer for seven years and a number of leaders took part during that time.

Assignment:

- Assess needs of clients: IPLA leadership, Training & Change Solutions, Training Development and team leads in coordination with the trainer team
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a successful, dynamic one-day, in-person workshop and three, 90-minute, virtual workshops
- Co-design "hands on" interactive elements and sequences of the workshops including trust building, timings, visuals and web conferencing tool use
- Co-create an engaging highly dynamic virtual and in-person experience characterised by a friendly and open atmosphere
- Implement the design with client and academy participants
- Coordinate partner learning and asynchronous elements
- Co-author support text materials and templates
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with clients for wrap up and next steps

HR Operations Learning & Training Coordinators | Professional, scientific and technical activities | bayer.com |

Building 4818 (Hauptstraße 105) , 51368, Leverkusen , Germany

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

Professional, scientific and technical activities | covestro.com | Leverkusen , Germany

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

Professional, scientific and technical activities | lanxess.com | Cologne, Germany

11/2012 – 07/2017 – Leverkusen , Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"HR Summit Program Virtual session" & "HR Academy Junior Development Program"

Junior HR professionals need an intensive overview of cross-cultural competencies delivered in an interactive virtual format as part of the HR Academy Junior Development Program. Program was conducted in *Skype for Business* in English.

Assignment:

- Assess needs of clients: Learning & Training - Academies & Functional and HR clients
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for one 90-minute virtual workshop
- Design interactive elements and sequences of the workshop including learning objectives, timings, visuals and web conferencing tool use
- Create a highly dynamic and trust building virtual experience characterised by a friendly and open atmosphere
- Implement the design live online with clients and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | Bayer.com | Leverkusen , Germany

10/2016 – 05/2017 – Wuppertal, Germany

TRAINING/COACHING DESIGN AND IMPLEMENTATION, IN-PERSON AND HYBRID FORMAT (PROJECT) – VORWERK & CO. KG

Situation:

"Virtual Teamwork & Intercultural Awareness"

This program is for young, high-potential, leaders worldwide who work virtually and need to understand the meaning and structure of virtual teamwork, team building from a distance and each individual's role in the team, challenges

of virtual communication across cultures, virtual feedback culture and recognising and dealing with hurdles of virtual and intercultural teamwork. Program was conducted F2F and in *GoToMeeting* in English. (Designed and executed in collaboration with Nikola Heidrich; Delivered in conjunction with Merle & Sheppard, <https://www.languageconsulting.com/training>)

Assignment:

- Assess needs of clients: Senior Vice President Corporate Management Development; Senior Manager Corporate Management Development and young high-potential leaders
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for successful, engaging series of four training days delivered in two, two-day, training workshops
- Co-design interactive elements and sequences of the F2F workshop including trust building, timings, visuals and later design of web conferencing elements
- Design and conduct individual coaching sessions
- Create an engaging, highly dynamic virtual experience characterised by a friendly and open atmosphere
- Implement the design live two separate two-day sessions with client, co-moderator, and young high potentials
- Organise partner learning and asynchronous elements
- Co-author support text materials and templates
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | vorwerk.com | Mühlenweg 17 - 37, 42270, Wuppertal, Germany

09/2016 – Leverkusen , Germany

CROSS-CULTURAL PRESENTATION TRAINING, HYBRID FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"Presenting to Americans: Enactus Aachen e.V."

University students have won the Enactus semi finals with their proposals and need to learn advanced presentation skills for presenting to US Americans. One-day training was conducted virtually in *Skype for Business* and F2F in English.

Assignment:

- Assess needs of clients: University & Talent Relations and Enactus presenters
- Define objectives for presentation training and practice coaching
- Gather feedback and evaluate performance
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | Bayer.com | Leverkusen, Germany

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

Professional, scientific and technical activities | covestro.com | Leverkusen , Germany

09/2015 – Kerpen, Germany

Situation:

"Korea-Germany, Cross-cultural Competence Training"

A one-day training program focused on supporting German engineering and administrative staff better understand Korean cultural orientation. Program was conducted F2F in German

Assignment:

- Assess needs of clients: HR and Korean expert
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a dynamic workshop with tangible take aways
- Design interactive elements and sequences of the workshop including learning objectives, timings, case studies, discussions and visuals
- Design for a highly dynamic and trust building virtual experience characterised by a friendly and open atmosphere
- Implement the design F2F with clients and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | hanonsystems.com | Visteonstr. 4-10, , 50170, Kerpen, Germany

02/2014 – 09/2015 – Wipperfürth, Germany

CROSS-CULTURAL TRAINING: USA-GERMANY, IN-PERSON (PROJECT) – VOSS AUTOMOTIVE GMBH

Situation:

"USA-Germany Cross-cultural Competence"

Director Human Resources and Organisation desires a one-day, F2F general cross-cultural awareness and communications training with focus on key Voss partner national cultures: USA-Germany (Delivered in conjunction with icw facilitators, <https://icwfacilitators.com/en/>)

Assignment:

- Assess needs of clients: Director Human Resources and Organisation and participants
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for intensive, one-day, F2F training
- Design interactive elements and sequences of the training including learning objectives, timings, visuals and discussion segments
- Create a highly interactive experience characterised by a friendly and open atmosphere with tangible take aways
- Implement the design F2F with client and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | voss-automotive.net |

Leiersmühle 2-6,, 51688, Wipperfürth, Germany

04/2015 – Helsinki , Finland

CROSS-CULTURAL TEAM BUILDING TRAINING, IN-PERSON (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"German-Finnish Team Building"

Two teams from two healthcare/data divisions come together to form a virtual project team. National cultural backgrounds are primarily German-Finnish. One-day workshop was conducted in English in Helsinki. (Designed and delivered in collaboration with Wiebke Witt, Witt Consulting, <https://wittconsulting.de>)

Assignment:

- Assess needs of clients: Team Leads
- 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
- Co-create a highly dynamic F2F experience characterised by a friendly and open atmosphere
- Implement the design F2F with client, co-trainer, and team members
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | Bayer.com | Leverkusen , Germany

09/2013 – 09/2014 – Leverkusen , Germany

Situation:

"Practising virtual and intercultural leadership"

International virtual leaders need advanced skill in leading virtually and across cultures. The program also allows for these leaders to bring in their own leadership challenges and exploit the expertise in the team using peer advice sessions. Program was conducted in *Skype for Business* in English. (Designed and executed in collaboration with Juliane Wiktorin, <https://www.movendo.de/charaktere/details/person/juliane-wiktorin/>)

Assignment:

- Assess needs of clients: Competence Training and Development
- Clarify overriding strategic goals of the project for the organisation
- Define objectives for a series of dynamic workshops: eight, 90-minute sessions
- Co-design interactive elements and sequences of the workshop including learning objectives, timings, visuals and web conferencing tool use
- Co-create a highly interactive and trust building virtual experience characterised by a friendly and open atmosphere
- Implement the design with client, co-trainer and participants
- Gather feedback and evaluate performance in achieving overall strategic goals
- Liaise with client for wrap up and next steps

Professional, scientific and technical activities | bayer.com | Leverkusen , Germany

04/2009 – 07/2012 – Cologne, Germany

UNIVERSITY DOCENT, CROSS-CULTURAL MANAGEMENT, HYBRID FORMAT (MASTER, INTERNATIONAL BUSINESS PROGRAM) – FACHHOCHSCHULE KÖLN / COLOGNE UNIVERSITY OF APPLIED SCIENCES

Learning outcomes:

- Deepen understanding of the advantages cultural diversity offers in international business
- Acquire knowledge of cultural practices and norms in other parts of the world with particular focus on working in international organisations
- Increase awareness about cultural differences and viewpoints and what these differences mean when working in international contexts
- Gain insight about the values, practices, and products of other cultures and how these affect ideas of teamwork, leadership and international organisational units
- Improve ability to interact and communicate more effectively across cultures in international business contexts using a variety of communication media
- Apply cultural theory and personal know-how to everyday business situations

International Business Studies Program | Education | <https://www.th-koeln.de/> |

Claudiusstr. 1, 50768, Cologne, Germany

02/2009 – 07/2011 – Leverkusen , Germany

VIRTUAL TRAINING DESIGN AND IMPLEMENTATION, PURE VIRTUAL FORMAT (PROJECT) – BAYER BUSINESS SERVICES GMBH

Situation:

"Virtual Teamwork & Intercultural Awareness"

This program is for leaders and team members worldwide who work virtually and need to understand the meaning and structure of virtual teamwork, team building from a distance and each individual's role in the team, challenges of virtual communication across cultures, virtual feedback culture, recognising and dealing with hurdles of virtual and intercultural teamwork. Program was conducted in *IBM Sametime* in English. (Designed and executed in collaboration with Juliane Wiktorin, <https://www.movendo.de/charaktere/details/person/juliane-wiktorin/>)

Assignment:

- Assess needs of clients: Competence Training and Development, team leads and team members
- Clarify overriding strategic goals of the project for the organisation
- Define objectives and expectations for successful, dynamic series of eight 90-minute workshops
- 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 interactive virtual experience characterised by a friendly and open atmosphere
- Implement the design live online in eight sessions with client, co-moderator, and participants
- Coordinate partner learning and asynchronous elements
- Co-author support text materials and templates
- Gather feedback and evaluate performance in achieving overall strategic goals

- Liaise with client for wrap up and next steps

HR Operations Learning & Training Coordinators | Professional, scientific and technical activities | [bayer.com](https://www.bayer.com) |

Building 4818 (Hauptstraße 105), 51368, Leverkusen, Germany

04/2009 – 02/2011 – Cologne, Germany

UNIVERSITY DOCENT, CROSS-CULTURAL COMPETENCE, IN-PERSON FORMAT (BACHELOR) – FACHHOCHSCHULE KÖLN / COLOGNE UNIVERSITY OF APPLIED SCIENCES

Learning outcomes:

- Deepen understanding of the advantages cultural diversity offers in international business
- Acquire knowledge of cultural practices and norms in other parts of the world
- Increase awareness about cultural differences and viewpoints
- Gain insight about the values, practices, and products of other cultures
- Improve ability to interact and communicate more effectively across cultures
- Apply cultural theory and personal know-how to everyday business situations

Fachhochschule Köln / Cologne University of Applied Sciences | Education | www.th-koeln.de |

Claudiusstr.1, 50678, Cologne, Germany

10/2008 – 02/2011 – Cologne, Germany

UNIVERSITY DOCENT, CROSS-CULTURAL COMPETENCE, IN-PERSON FORMAT (BACHELOR) – FACHHOCHSCHULE FÜR OEKONOMIE & MANAGEMENT GGMBH (FOM) GESCHÄFTSLEITUNG HOCHSCHULSTUDIENZENTRUM KÖLN

Learning outcomes:

- Deepen understanding of the advantages cultural diversity offers in international business
- Acquire knowledge of cultural practices and norms in other parts of the world
- Increase awareness about cultural differences and viewpoints
- Gain insight about the values, practices, and products of other cultures
- Improve ability to interact and communicate more effectively across cultures
- Apply cultural theory and personal know-how to everyday business situations

FOM Cologne | Education | www.fom.de/hochschulzentren/studium-in-koeln.html |

Claudiusstr.1, 50678, Cologne, Germany

12/2017 – CURRENT – Germany

EXPERT TRAINER, FACILITATOR AND COACH, IN-PERSON AND HYBRID FORMATS (PROJECT) – PROJECT PARTNERS

- Movendo Consulting (www.movendo.de)
- LSI Berlin (www.lsi-berlin.de)
- Lebenskunst (<https://golebenskunst.de>)
- Heidrich Consulting (www.heidrichconsulting.com)
- Skillesense (<https://skillesense.com>)
- Merle and Sheppard (www.language-consulting.com)
- Customer centric Management (www.ccmgmt.de/en/)

[movendo.de](https://www.movendo.de) | Obere Straße 33, 37603, Holzminden, Germany

● COMMUNICATION AND INTERPERSONAL SKILLS

Intercultural consultant experience

Intercultural consultant experience:

Main focus USA-Germany, and also experienced with Europe: Western and Eastern Europe, Asia: Middle East, India, South East Pacific, Japan, China, Americas: North, Central and South America, Africa: North, Central and South Africa, Australia

International clients in:

Agriculture, Animal Health, Automotive, Chemicals, Manufacturing, Consulting, Engineering, FMCG, Higher Education, IT, Life-Science, Management, Consulting, Materials Science, Pharmaceuticals, Publishing, International Development & Capacity Building and Telecoms

Assessment and certification

- Effective live online didactic methodology
- Intercultural competence
- Effective use of CMC technologies
- Blended learning scenarios
- Master-level Cross-cultural Management
- Bachelor-level Cross-cultural Competence
- Shadowing and assessment of cross-cultural virtual leadership competence for numerous global enterprises

Development

- International leadership development with focus on cross-cultural virtual leadership in global matrix organisations
- Development and implementation of international leadership programs with focus on cross cultural collaborative and live online components
- Large multinational group workshops using experiential and interactive methods
- Coaching of leaders in organisational and personal change processes with focus on cross-cultural virtual leadership

Change

- Development of global virtual working cultures
- Consulting of virtual teams, departments and organisations
- Developing collaborative workspace culture through shared workspaces and live online technologies

Facilitation of large group events (> 100 participants):

Very experienced in f2f and virtual situations also virtual (Skype for Business, MS Teams, WebEx, Zoom, gotomeeting Adobe connect Big Blue Button etc.)

Facilitation of virtual teams and virtual live events:

Extensive experience with hundreds of international teams / very experienced with numerous web conferencing and collaborative workspace tools. Focus also on the psychology of virtual environments and fostering trust-building across cultures as precondition for high performance teams in virtual spaces

● EDUCATION AND TRAINING

06/2010 – Leverkusen, Germany

MASTER TRAINER VIRTUAL INTERCULTURAL LEADERSHIP AND TEAMWORK PROGRAMS, BAYER – Bayer Business Services GmbH

bayer.com

MASTER TRAINER: CLTC-C, CORPORATE BLENDED LEARNING TRAINING CERTIFICATE – Consortium: Skylight GmbH, 3M, Bosch & Henkel

05/2005

MASTER TRAINER: LANCELOT, LIVE ONLINE TRAINER CERTIFICATE PROGRAM – European Union: Leonardo Da Vinci

05/2005 – Mecklenburgische Straße 53, Berlin , Germany

MASTER TRAINER: PRIMETIME, LIVE ONLINE TRAINER CERTIFICATE PROGRAM 2005 – Cornelsen Publishing

cornelsen.de

06/2001 – Cornelsen Verlag GmbH , Mecklenburgische Straße 53 , Berlin , Germany

CERTIFIED ONLINE EDUCATOR 2001 & 2005 – Cornelsen Publishing

cornelsen.de

10/1984 – 10/1986 – Eiskellerstraße 1, Düsseldorf, Germany

POSTGRADUATE STUDIES – Staatliche Kunstakademie Düsseldorf, Hochschule für Bildende Künste (Academy of Fine Arts)

Field(s) of study

◦ Arts and humanities : *Fine arts*

<https://www.kunstakademie-duesseldorf.de/>

10/1986 – 10/1988 – Albertus-Magnus-Platz, Cologne, Germany

POSTGRADUATE STUDIES – Universität zu Köln, Philosophische Fakultät (University of Cologne)

Field(s) of study

◦ Arts and humanities

www.uni-koeln.de

09/1980 – 06/1984 – 200 Bloomfield Avenue , West Hartford, Connecticut, United States

BACHELOR OF FINE ARTS: (SUMMA CUM LAUDE) – Hartford Art School, University of Hartford

Field(s) of study

◦ Fine Arts

(summa cum laude) | www.hartford.edu

09/1983 – 09/1984 – 100 Lafayette St., 5th floor, New York, NY, United States

4TH YEAR TOWARDS BACHELOR OF FINE ARTS – The Whitney Museum of American Art, Independent Study Program

Field(s) of study

◦ Arts and humanities : *Fine arts*

whitney.org/collection/research/isp

09/1982 – 06/1983 – 209 East 23rd Street, New York, NY, United States

3RD YEAR TOWARDS BACHELOR OF FINE ARTS – The School of Visual Arts

Field(s) of study

◦ Fine Arts

<https://sva.edu/>

● **LANGUAGE SKILLS**

Mother tongue(s): AMERICAN ENGLISH

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
GERMAN	C2	C2	C2	C2	C1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● **DIGITAL SKILLS**

Web conferencing

MindMeister | click meeting | GoToWebinar | Google Meet Google Hangouts | Padlet | BigBlueButton | Mirco | BlueJeans | Zoom Webinar | GoogleDocs | Zoom Meetings | Microsoft Teams | Adobe Connect | Skype for Business | GoToMeeting | WebEx | Microsoft Whiteboard | Mentimeter | Slido

Asynchronous collaboration

IBM Connections | moodle | Google Drive | Microsoft Teams Microsoft Sharepoint | Google Docs

Social Media

LinkedIn | Facebook | Twitter | Xing | WhatsApp | Instagram

● **HONOURS AND AWARDS**

06/1981

Pierce Scholarship 1981 & 1982 - University of Hartford, Hartford, CT, USA

10/1983

The Whitney Museum, ISP, 1983 & 1984 - The Whitney Museum of American Art, New York, NY, USA

09/1987

The Heitland Foundation Award - The Heitland Foundation, Celle, Germany

09/1987

Art Stiftung Plaas Award - Art Stiftung Plaas, Lindau/Bodensee, Germany

09/1990

Mid Atlantic Arts Foundation Award - Mid Atlantic Arts Foundation, Baltimore, MD, USA

● **PUBLICATIONS**

Assessment of Virtual, Intercultural Leadership Competence in Live Online Environments.

2016

Tighe, M. (2016) Assessment of Virtual, Intercultural Leadership Competence in Live Online Environments. In: Etzel, S. Fauler, S. Etzel, A. (Hrsg.): Management Diagnostik in der Praxis, Online Assessments als Bausteine der Personalauswahl und -entwicklung. Göttingen, Verlag Die Werkstatt GmbH 2016, p. 151-16