

A light blue, semi-transparent portrait of a woman with long, wavy blonde hair, smiling slightly. The background is a solid light blue. On the left side, there are several thin, dark blue curved lines and a solid black arrow pointing to the right.

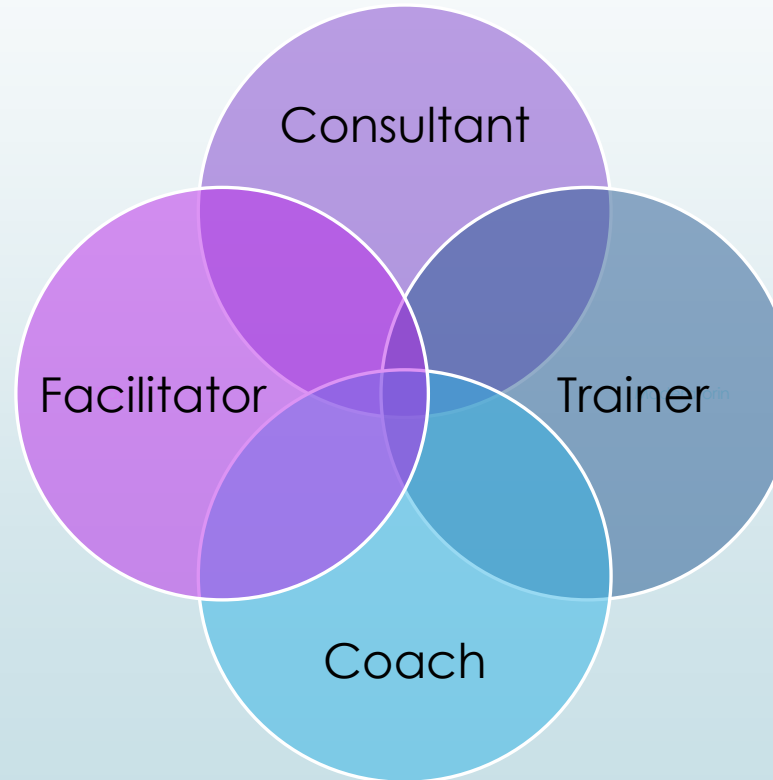
Anna Knieriem

Consultant | Coach | Facilitator | Trainer

4 Roles, 1 Purpose

“Develop and implement creative solutions so that people, teams and organizations can grow and live up to their full potential.”

Wherever you are



My role as a Consultant



Wherever you are

What is my area of expertise?

- (International) Organizational Development and Change
- Cultural Change
- Team Development
- Conflict Resolution
- Succession Planning
- Leadership Development
- Strategy Development and Implementation

How do I work?

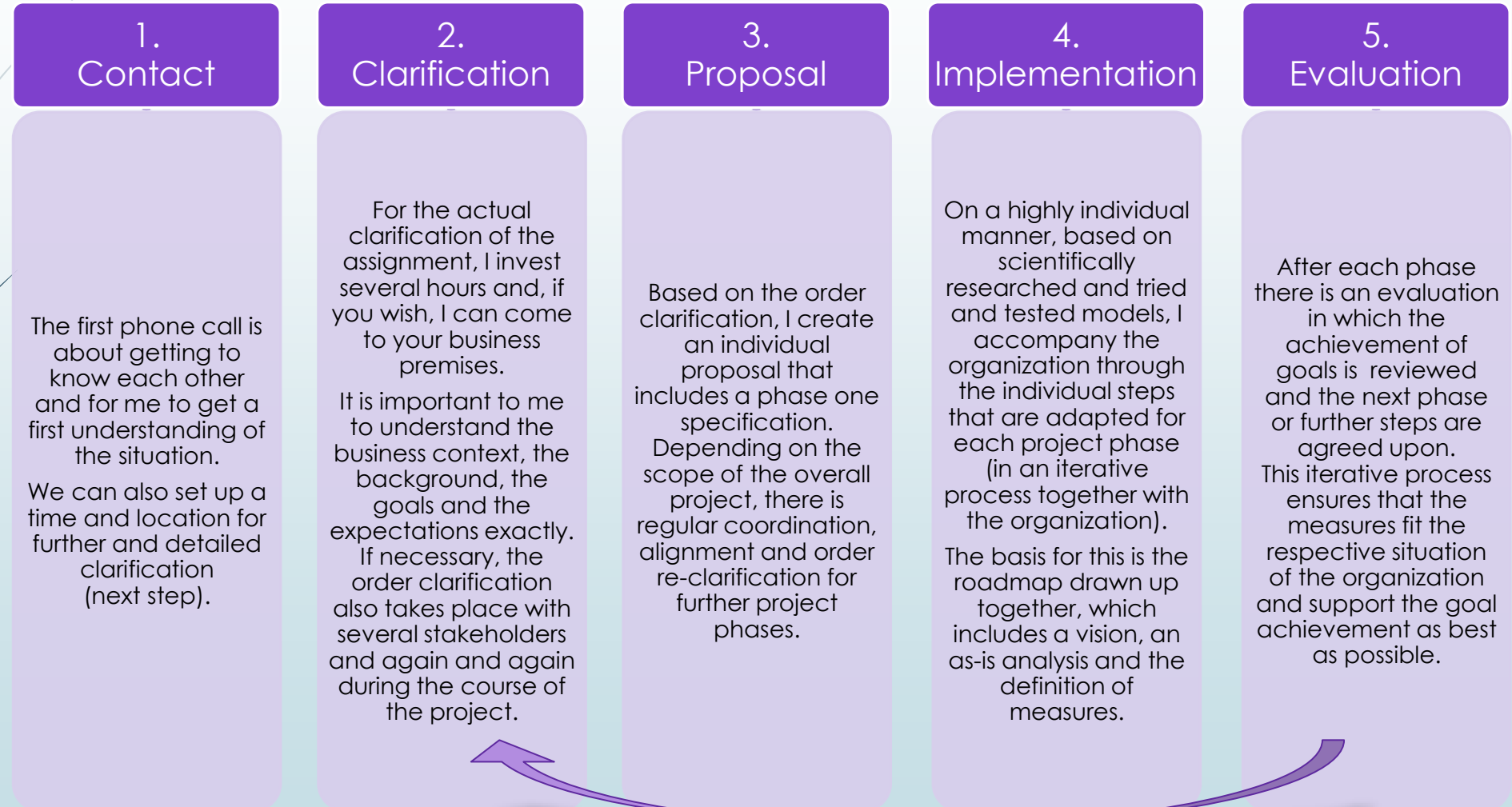
- By consistently aligning my approach with the corporate goals, I ensure a concrete **value added** of the accompanied projects
- By reducing complexity to the essentials, I create the clarity that is a prerequisite for **willingness to change**
- By involving those affected and those involved, I foster their **identification with the goals**
- By supporting from the beginning to the complete implementation, I enable a **consistent and reliable implementation**

What distinguishes my approach?

- Strong customer and goal focus
- 10+ years of experience in advising international organizations
- Clarity & structure
- Transparency
- Entrepreneurial and business understanding
- Professionalism
- Self reflection
- Holistic approach
- Independence and neutrality
- International leadership and change experience
- Sustainability
- Discretion



My approach



My role as a Trainer

Wherever you are

What is my area of expertise?

- Leadership
- Leading Change
- Communication
- Conflict Management
- Personal Development

How do I work?

- By aligning the training content with the company goals and individual customer needs, I ensure a very high **relevance**
- By taking current issues into account in the respective organization, a **practical application** is guaranteed
- Through a mix of interactive input, individual and group exercises and mutual feedback, **sustainability** is supported
- Through the use of playful elements, **fun** is included in every training session

What distinguishes my approach?

- Strong customer and goal focus
- 10+ years of experience in the design and facilitation of tailor-made training courses in German and English
- Professionalism
- Continuous learning
- International leadership and change experience
- Practice orientation
- Sustainability
- Pleasure in working with cross-functional and cross-cultural groups at all levels



My approach



1. Contact

The first phone call is about getting to know each other and for me to get a first understanding of the situation.

We can also set up a time and location for further and detailed clarification (next step).

2. Clarification

For the actual clarification of the assignment, I invest 45-60 minutes and, if desired, come by personally in the greater Berlin area.

It is important to me to understand the business context, the background, the goals and the expectations exactly.

3. Proposal

Based on the order clarification, I create an individual proposal that is aimed at achieving the objectives as effectively and efficiently as possible.

4. Training

After creating and aligning a detailed concept, the training takes place either at or outside your premises.

Timely documentation is a matter of course for me. The participants will receive a detailed photo video and relevant documents by email no later than 24 hours after the end of the training.

5. Evaluation

Participant feedback is an integral part of my training and the participants get the opportunity to do so during or directly after the training. I am happy to evaluate the feedback together with the client.



My role as a Coach

Wherever you are

What is my area of expertise?

- Professional positioning, role clarification, increase in self-awareness
- Gaining confidence in the (new) leadership role
- Holistic personality development for leaders
- Support in challenging projects (transition coaching)
- Strengthen existing leadership skills in special (difficult) situations

How do I work?

- By asking systemic questions, I encourage **reflection**
- By structuring and facilitating the thinking and problem-solving processes, I support in finding **solutions**
- By offering different perspectives, **new opportunities** become apparent
- By taking into account the respective system in which people operate, I open up a **holistic view**

What distinguishes my approach?

- Strong client and solution focus
- Clarity
- Transparency
- Professionalism
- Independancy and neutrality
- Self reflection
- Holistic approach
- Continuous learning
- International leadership experience
- Sustainability
- Discretion



My approach



1. Contact

The first phone call is about getting to know each other and for me to get a first understanding of the situation.

We can also set up a time and location for further and detailed clarification (next step).

2. Clarification

For the actual clarification of the assignment, I invest 45-60 minutes and, if desired, come by personally in the greater Berlin area.

It is important to me to understand the background, the goals and the expectations exactly. If necessary, the order clarification takes place separately with the client and the coachee and then all together.

3. Proposal

Based on the order clarification, I create an individual proposal that is aimed at achieving the objectives as effectively and efficiently as possible.

4. Coaching

Depending on the agreement, the coachee and I meet at regular intervals to work specifically on achieving the agreed upon goals.

Between the coaching sessions, the coachee is given "homework" to help achieve the goals. Possibly, we agree to apply additional methods (e.g. 360 ° feedback) to ensure maximum success.

5. Evaluation

After successful completion of the assignment, there is a final review between the client, the coachee and me. In this discussion, we evaluate the achievement of goals and agree on further steps to ensure sustainability. These steps are generally aimed at further supporting the independent development of the coachee.



My role as a Facilitator

Wherever you are

What is my area of expertise?

- Strategy workshops
- Board meetings
- Project and team meetings
- Conflict resolution
- Panel discussions
- Large group events (e.g. World Café, Open Space, Future Conference)

How do I work?

- Through intensive preparation with all stakeholders, I contribute to the **success of the event**
- By structuring and facilitating the thinking and problem-solving processes, I create **clarity and structure**
- By taking different perspectives into account and getting everyone involved, I create **sustainable goal achievement**
- Through the use of playful elements, participants achieve **substantial results with ease**
- By agreeing the next steps, I create **commitment**

What distinguishes my approach?

- Strong customer and goal focus
- 10+ years of international facilitation experience in English and German
- Clarity and transparency
- Structured approach
- Professionalism
- Neutrality, independence and openness
- Holistic approach
- Sustainability
- Discretion
- Pleasure in working with cross-functional and cross-cultural groups at all levels



My approach



1. Contact

The first phone call is about getting to know each other and for me to get a first understanding of the situation.

We can also set up a time and location for further and detailed clarification (next step).

2. Clarification

For the actual clarification of the assignment, I invest a minimum of 60 min and come by personally in the greater Berlin area.

It is important to me to understand the business context, the background, the goals and the expectations exactly. If necessary, the clarification also takes place with several stakeholders.

3. Proposal

Based on the clarification, I create an individual proposal that is aimed at achieving the objectives as effectively and efficiently as possible.

4. Facilitation

After creating and aligning on a detailed agenda, the event takes place either online, inside or outside the company. Timely documentation is a matter of course for me. The participants will receive a detailed photo video and relevant documents by email no later than 48 hours after the end of the event.

5. Evaluation

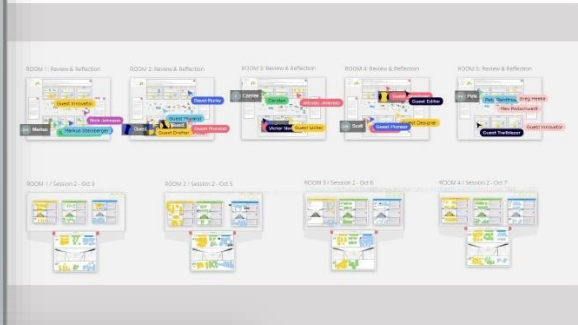
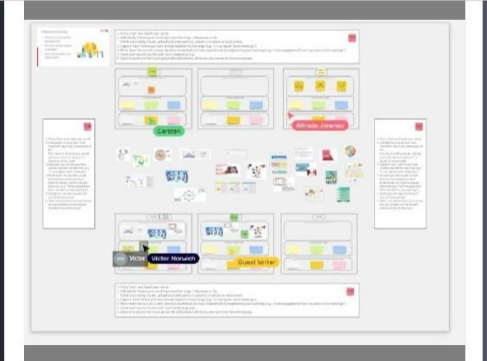
After facilitation, there is a final review between the client and me. In this discussion, we evaluate the achievement of goals, the participants' feedback and, if necessary, agree on further steps to ensure the sustainability of the results.



Impressions



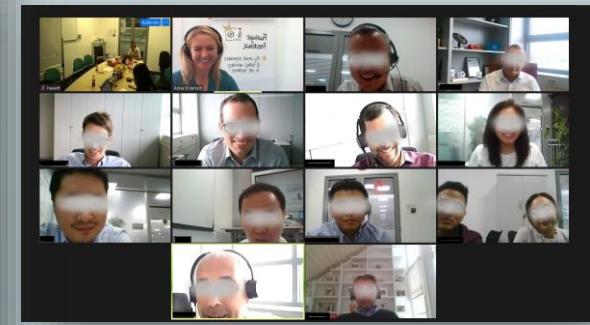
If you told a colleague about your experiences in the leadership development program so far. Which 3#'s would you use?



ROOM 1: Review & Reflection ROOM 2: Review & Reflection ROOM 3: Review & Reflection ROOM 4: Review & Reflection ROOM 5: Review & Reflection

ROOM 1 / Session 2 - Oct 9 ROOM 2 / Session 2 - Oct 5 ROOM 3 / Session 2 - Oct 6 ROOM 4 / Session 2 - Oct 7

Guest Innovator: Markoz, Markus Steinberger, Nick Johnson, David Burky, Carsten, Alfreda Jimenez, Victor Nor, Guest Writer, SM Scott, Guest Pioneer, Pelt, Pelt, Sentrow, Greg Heeke, Max Podschwadt, Guest Trailblazer, Guest Innovator



Education / Certifications

- **Systemic Organizational Development**
(wispo Berlin) – in process
- **Agile Organizational Development**
(Quadriga University Berlin)
- **Organizational Culture & Change Management**
(Hofstede Insights International)
- **Six Thinking Hats** (de Bono UK, London)
- **Hogan Assessment Certification**
(Hogan USA)
- **Master Change Facilitator**
(Change First, Berlin)
- **DDI Facilitator** (DDI USA)
- **Strengths Finder Facilitator**
- **Systemic Process Supervisor**
(ComTeam Gmund a. Tegernsee)
- **Business Law Diploma** (FH Gelsenkirchen)

Experiences

- **MSA – Safety Company**, 11 years
Organizational and leadership development, strategic succession development, project management, personnel management, leadership, people development, facilitation & moderation, change management, training and coaching, conception and implementation of a global performance management process, support for a European merger program, Management of the reorganization of the European sales organization
- **DB Cargo / DB Schenker**, 5 years
Integration of European acquisitions, personnel management, assistant to the CHRO
- **Schalke 04 e.V.**, 2 years
Assistant to management board

Further Information & References: <https://www.linkedin.com/in/annaknieriem/>