



# Bernd Köpke

Project Partner

Based in: Ratingen  
M: +49 (0)170 – 584 200 9  
E: bernd.koepke.ext@movendo.de

 [www.movendo.de/Charaktere](http://www.movendo.de/Charaktere)

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"Be the change you want to see in the world." (Mahatma Gandhi)

Bernd Köpke has worked for many years as business coach and transformation consultant for global corporations. With his expertise in emotional intelligence and generative change, he supports leaders and teams in creating a cultural environment in which people can develop personally and enjoy their joint success. Before becoming a consultant, he held a management position in a DAX group and was also actively involved in structural change projects in the Ruhr region at that time.

## SPECIALIST AREAS

### Development

Leadership development // Team development // Development of leadership teams // Leadership coaching // Executive coaching // Conflict management

### Transformation

Facilitation of change processes // Vision and strategy development // Leadership culture and corporate culture

## INDUSTRY-SPECIFIC EXPERIENCE

Automotive // Pharmaceuticals and chemicals // Transport/logistics // Commerce/Insurance // IT services // Telecommunications/mobile communications // Management consultancy // University

## CROSS-CULTURAL EXPERIENCE

Europe: Western Europe  
North America: USA, Canada

## WORKING LANGUAGES

German // English

## QUALIFICATIONS

**Studies of Business and Economics Education** at the University of Mannheim.  
Degree: Diplom-Handelslehrer

Professional Certified Coach (PCC),  
International Coaching Federation (ICF)

Diploma as systemic coach (CCC), CCC professional – Competence Center Coaching

Business coach for systemic short-term concepts,  
Besser-Sigmund Institute

Hypno-systemic concepts in coaching and organisational consultancy, Metaforum international

Certified EQ Practitioner & EQ Assessor,  
Six Seconds, The Emotional Intelligence Network

Certified LAB-Profile Consultant and Trainer, Success Strategies – Stratégies de réussite

Practitioner of Generative Coaching (IAGC),  
International Association for Generative Change

Leading Organizations and Change, Emeritus Institute of Management/MIT Sloan Executive Education

Certified Performance Consultant (ISPI), International Society on Performance Improvement

## EXAMPLES OF PROJECTS

### Development

Development and delivery of leadership training programmes

I developed leadership development programmes for future leaders, group and project managers, future site managers and experienced senior managers for an IT service company. The company had grown quickly and the task was to prepare candidates chosen in assessment centres from company-oriented IT experts for their new roles and the specific leadership responsibilities they were taking on. My tasks in this project included: Design of specific leadership development programmes for each leadership role; Carrying out and evaluating the training as well as coaching the training participants; Further development of the training design and delivering train-the-trainer workshops.

### Transformation

Integrative management team and organisational development

I developed an integrative design for the German sales division of a pharmaceutical company within the framework of a turnaround project.

**Phase 1:** Development of the management committee into a leadership team in preparation of the change process: Advising the board, leadership coaching, design and carrying out team, vision and strategy workshops. Involving other management levels and facilitation of organisational change in the regions. Facilitation via moderation and coaching within the framework of the restructuring and strategic expansion of the business area.

**Phase 2:** Preparing managers for a merger and the concomitant reorganisation: Facilitation of strategy workshops. Implementation of communication platforms and meeting structures. Coaching of management teams in the context of the integration process. Coaching managers in preparation for their new roles and team challenges. Evaluation of the interventions with the management committee.

**Phase 3:** Integration of the new sales force and synchronisation of communication with the regions: Cross-functional and cross-hierarchical workshops about vertical and horizontal communication processes and forms of cooperation. Establishment of synchronous communication processes between the management committee and regional management teams in the implementation of strategic measures for consultancy, facilitation and coaching