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Daniel Dücker

SPECIALIST AREAS

Development
Specialist and leadership development // Team development // Support work for the optimisation of sales processes // Business coaching for specialists and leaders // Accompanying support in personal and professional development processes // Solution-focused consulting to clarify individual decision processes

Transformation
Process-oriented facilitation of OD/HRD measures // Architecture and design of organisational and personal change processes // Occupational psychological consulting on the topic of knowledge transfer in companies taking into account Digitalisation and Industry 4.0

INDUSTRY-SPECIFIC EXPERIENCE

Chemicals // Pharmaceuticals // Automotive // Banking // Retail and service companies

CROSS-CULTURAL EXPERIENCE

Europe: Western Europe
Asia: Japan, China, Thailand, Taiwan, India
America: USA, Mexico

WORKING LANGUAGES

German // English

QUALIFICATIONS

Occupational and Organisational Psychology
Degree: Master of Organizational Psychology (M.O.P.)

Social Behavioral Science, Economics
Degree: Bachelor of Arts (B.A.)

Manager for agile organizational development, Quadriga Hochschule, Berlin

Consultant for systemic organisational consulting, WSFB Beratergruppe, Wiesbaden

Solution-focused consulting and coaching, wdoeff training & beratung, Bonn

Mental training for sport, Heidelberger Institut für Mentaltraining, Heidelberg

Outdoor and Ropes Course Trainer, according to ERCA Standard at OTC, Köln

Remote Team Facilitator
verrocchio Institute for Innovation Competence GmbH

Daniel Dücker
Project Partner

"There is always more than one solution".

Daniel Dücker is an expert in leadership, sales and transformation. For more than 20 years, he has accompanied people in organizations worldwide in change projects on a wide range of human resources and personal development topics. His co-creative work with clients is based on trust, connection and loyalty. Daniel follows the idea of tailor-made client solutions in a goal-oriented, systemic and agile way. Empowerment and resource-orientation are his guiding principles in the collaborative development of solutions. And, of course, fun.
Daniel is married and father of two boys. He loves sport - actively as a runner, skier and cyclist, passively as a spectator of football.

EXAMPLES OF PROJECTS

Development
Design of knowledge transfer in production at a chemical company:

For a number of years I have been working for a chemical company as an external consultant in a global project to design and manage knowledge transfer in production. The aim is to establish a high, standardised level of qualification of staff taking into account drivers such as safety, quality, reliability and efficiency. My tasks in this project are: Development of a Balanced Qualification Score Card to visualise and manage qualification systems; Definition of measures to fulfil the critical success factors in the Score Card; Design and delivery of Master Trainer events to train internal trainers; Transfer support of global qualification requirements in effective training; Development of a method toolbox for action-based training design

Development of a Sales Trainee Academy to on-board new staff in solution sales quickly and effectively

I developed and ran a two-year integrated training design for sales at two truck manufacturers for the fast and sustainable on-boarding of new staff featuring a wide variety of different training and learning methods that were close to the learners' reality. The aim was to close the gap between the initial hiring assessment and the sales certification of new staff over two years in such a way that they could become productive in sales as quickly and reliably as possible and at the same time develop a high degree of loyalty and commitment to the company.
My tasks in this project were: Transfer of key competences in solution sales in a trainee program; Development of a blended learning design; Setting up an operational phase design for the local on-boarding of the trainee; Interlocking the operational learning phases with theoretical, cognitive content; Introduction of a mentoring program for subject-specific accompanying of development; Multiple running of the training modules