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## SPECIALIST AREAS

### Development

Leadership // Sales // Coaching with all the competences required for it

### Transformation

Accompanying organisational change processes // Team development processes // Conflict management // Leadership and corporate culture

## INDUSTRY-SPECIFIC EXPERIENCE

Chemicals // Automotive // Pharmaceuticals // Insurance // Other industries

## CROSS-CULTURAL EXPERIENCE

Europe: overall  
Asia: India  
Africa: South Africa  
America: North, Central and South America

## WORKING LANGUAGES

German // English

## QUALIFICATIONS

### Studies in psychology

at the University of Maastricht, Netherlands and University of Stellenbosch, South Africa.  
Degree: Diplom-Psychologe

### Studies in economics at the

at the University of Maastricht and RWTH Aachen.  
Degree: Bachelor of Economics

Systemic counselling training,  
Institute Hypnosys, Cologne

Hypnotherapeutic training,  
Milton-Erickson Institute, Cologne

# Thomas Allmang

## Project Partner

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"Understanding behaviour - changing behaviour

How do I succeed in changing my own behaviour in the long term and without sustained effort?

What do I have to change personally so that customers, employees and other stakeholders around me behave differently?

These are the classic questions that are asked of me and that I work on with my clients in different ways. In a professional context, the focus is on leadership, sales and coaching.

## EXAMPLES OF PROJECTS

### Development

Qualification of salespeople from product sales to solution sales

I conduct training for salespeople in various industries with a focus on B2B.

This includes, among other things, the implementation of essential sales trainings: conversation skills, needs analysis, negotiation skills, value-based selling, closing techniques and others.

Designing knowledge transfer in the production of a chemical company

For a chemical company, I worked for many years as an external trainer in a project to design and manage knowledge transfer in production. The aim was to establish the qualification of employees on a higher standardised level, taking into account the drivers of safety, quality, reliability and efficiency.

My tasks in this project were: Conception of the train-the-trainer modules; Implementation of the modules in Europe and America; Individual coaching of the trainers to increase the qualification level in the long term.

### Coaching

For different companies, I conduct individual coaching sessions for managers who want to understand their personal behaviour and that of their employees better and want to develop their competences in employee leadership.