



Wiebke Witt

Project Partner

"Facilitating Meaningful Change"

I want a world in which people work together in a meaningful, effective and mutually respectful way. I create safe learning environments in which people meet personally in order to further develop themselves and their organization.

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 [Wiebke Witt](#)

BERATUNGSSCHWERPUNKTE

Development

Leadership Development // Women in Leadership // Inclusive Leadership // Facilitation // Senior Executive Coaching // Team Development for Leadership Teams

Transformation

Inspiration for the Digital Transformation // Designing the Hybrid Office // Strategic Realignment // Facilitation of Self-Organization Processes

BRANCHENERFAHRUNG

Pharmaceutical and chemical industry // Start-ups: software development, FinTech, data management // Banks and insurance companies, financial services // Management consultancy // Public bodies // Non-profit

INTERKULTURELLE BERATERERFAHRUNG

Europe: Southern, Eastern and Western Europe
Africa: South, East and West Africa
Asia: China

ARBEITSSPRACHEN

German // English // Spanish // Portuguese

QUALIFIKATIONEN

Studies of Psychology and Economics
at the Technical University of Berlin.
Degree: Diplom-Psychologin

Facilitation training:

Facilitating Transformation Processes, Large Group Facilitation, Kommunikationslotsen

Coaching qualifications:

Systemic coaching and economic mediation, BIF Berlin
Life coaching, Relief Foundation, Kenya

Training: Trainer coach, Neuland & Partner, The British Council (Kenya), Management for Development (Tanzania)

Systemic organisational consultant, Simon, Weber + Friends

Certified consultant Myers-Briggs-Type Indicator, A-M-T Management Performance AG

BEISPIELPROJEKTE

Development

Sponsorship Program for High Potential Women Executives, Financial Services

For a publicly traded financial services company, I am leading the design and execution of a year-long virtual learning journey to develop female leaders. The sponsorship program includes 50 international female executives who will be connected with sponsor:ins within the company. The goal is to empower women and promote them to senior leadership positions. I am also responsible for initiating peer coaching processes and provide one-on-one coaching for participants and sponsors.

The focus is on topics such as strategic career planning, unconscious bias, self-efficacy, self-marketing, body language and impact, presentation, proactive networking, negotiation preparation, dealing with power.

Virtual executive development, artificial intelligence start-up - insurance sector

For a fast-growing software company in the field of AI-supported claims management, I lead the executive development for all executives of the company in coordination with the HR managers. In the run-up to the training, a detailed needs analysis was conducted among the participants and the management was involved in the conception. The three training modules focus on understanding leadership, role clarification and self-direction in the VUCA world, enabling self-organization, leadership communication, conflict management, dealing with different work styles, coaching for managers, leading in complex situations. The "Leadership Menu" is served in monthly courses from appetizer to dessert completely virtually and complemented by individual coaching.

Transformation

Accompanying a large-scale restructuring through targeted team coaching

For a publicly listed pharmaceutical company, I am accompanying the merger of several cross-location teams through customized team coaching interventions. The virtual interventions to improve collaboration between the sites are individually tailored to the needs of the teams. The content ranges from face-to-face meetings and the development of shared understandings of collaboration, to strategic realignment with the development of vision, mission and purpose, to pragmatic measures for working together in hybrid work environments.