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Ralf Schneider

Project Partner

"Attentive and active listening creates trust and helps to get to know and understand different points of view".

Ralf Schneider approaches people with this guiding principle in mind. It is very important to him to create a good climate for discussion and debate that is characterised by openness and constructive cooperation. The systemic perspective is always at the centre of his work. Mentoring and encouragement characterise his working style. Ralf Schneider has proven his passion for the development of people in various management and personnel roles in a large company. He now combines this experience with training as a coach and organisational developer and brings it to his clients.

SPECIALIST AREAS

Development

Leadership // Coaching // Leadership Development // Career Orientation

Change Management

Leadership team support during reorganisations and acquisitions // Team coaching // Organisational development //

INDUSTRY-SPECIFIC EXPERIENCE

Pharma // Chemistry // Print & Media

CROSS-CULTURAL EXPERIENCE

Europe: Belgium, England, Italy, Switzerland

Asia: China, Japan, Singapore

America: USA, Argentina, Brazil, Mexico

WORKING LANGUAGES

German // English

QUALIFICATIONS

Bachelor of Business Administration, IHK

Organization Agility Master Practitioner,
Ashridge Business School, Hult, UK

Systemic coach and organisational developer,
Helm Stierlin Institut

EXAMPLES OF PROJECTS

Development

For many years, I was responsible for the development of employees as a human resources manager and executive. In the process, I got to know various facets of people development. Feedback discussions and reflection on leadership behaviour, talent reviews with other managers, observer roles in assessment centers and the further development of functions and areas after reorganisations and acquisitions. I have also designed mentoring programmes and acted as a mentor myself.

Essential for me has always been the focus on a collaborative and at the same time clear leadership style as well as the appreciation of those involved. In this context, value-oriented action has repeatedly proven to be highly effective, which can be clearly seen in employee surveys and the achievement of goals.

Many of the people I have accompanied have taken on more (leadership) responsibility and managerial functions over time.

Change Management

Corporate culture and mission statement development for a company in the media solutions sector.

The aim was to realign the business after founding the GmbH and to create a company identity amongst the employees. As managing director, I was responsible for the GmbH. It was important for me to give the staff, including the works council, clarity for the new path, to include them and to give them the opportunity to contribute. We developed a mission statement and defined values to guide the actions of each individual. These were presented at a big kick-off event and kept present through an accompanying campaign afterwards.

The company succeeded in acquiring new customers and developing innovative products, which was rewarded with a TOP 100 Award in the innovation category. In retrospect, the teams still report on the strong corporate identity and the special togetherness, to which the developed mission statement and values concept made a significant contribution.