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SPECIALIST AREAS

Development

(Virtual) Leadership and Team Development // Conflict Resolution // Resilience // Diversity & Inclusion // Negotiation Skills // Intercultural Communication // Leadership Coaching

Transformation

Organizational Change Process Support // Stakeholder Management

INDUSTRY-SPECIFIC EXPERIENCE

Pharmaceuticals & Chemicals // Metals Industry // Crop Science // Personal Care // Food // Automotive Industry // Aviation // Textiles // Energy Supply // Management Consulting // IT

INTERCULTURAL EXPERIENCE

Europe: Western Europe
Americas: USA // South America
Asia // Middle East

WORKING LANGUAGES

English (native speaker) // German (fluent)

QUALIFICATIONS

Bachelor of Science in Chemistry, minor in Genetics
North Carolina State University USA

Master of Science in Adult Education
Old Dominion University / Norfolk, Virginia, USA

Master of Arts in Human Resources Development
Kaiserslautern University of Technology

Master of Arts in Human Development
Fielding Graduate University/ California, USA

Current: Ph.D. in Human Development (2021 - 2024)
Fielding Graduate University/ California, USA

Certified intercultural trainer (University of Jena) //
Certified trainer for change management (ADKAR®
and PROSCI® methods) // Licensed trainer for
Insights Discovery®, Myers-Briggs-Type-Indicator®
and Hogan // Certified business coach // Licensed
stress management trainer (focus: resilience,
autogenic training, PMR)

PUBLICATIONS

Führung beginnt bei Dir. Eine Weltreise zu Leadership
Excellence (GABAL Verlag, 2020)

Leadership Starts with You (Fielding University Press
2023)

Mind over Matter. Wieso Erfolg Kopfsache ist
(Bourdon Verlag, 2022)

Whitney Breer

Project Partner

"What matters in life is not how we have lived, but what difference we have made to the lives of others."

N. Mandela

Whitney Breer is an open-minded and positive personality with years of international experience as a coach, trainer, and consultant. She has deep expertise in change management, leadership, workshop facilitation, and team development. As a best-selling author, she writes about the people side of leadership. Whitney has received numerous awards, **including TOP 10 Organizational Development Coach** in Germany, Austria and Switzerland, October 2022, **TOP 10 Coach** in Germany, Austria and Switzerland, November 2020, **TOP 10 Crisis Coach** in Germany, Austria and Switzerland, July 2020, **TOP 15 Best Speaker** in Germany, Austria and Switzerland, March 2020.

EXAMPLES OF PROJECTS

Development

Leadership development for junior as well as senior management levels for a company in the metal industry

For global company based in Austria, I designed and implemented the international leadership development program for high potentials and middle management with the support of several trainers and consultants. In addition, we advised and supported the senior management team and members of the executive board in the development and roll-out of the leadership guidelines at the worldwide locations. The four modules of the program were spread over 18 months and were delivered using a hybrid approach of a learning platform with videos and face-to-face/online training. Small group work and individual coaching between modules reinforced what was learned and fostered communication across organizational boundaries. Group presentations and feedback sessions during the training modules represented further practice-oriented building blocks.

Transformation

Supporting the reorganization of a supply chain in a global chemical company

For a German chemical company, I supported an 18-month global change project of their supply chains for household detergents and personal care products. The goal of the change initiative was to optimize teams, processes, roles + responsibilities as well as interfaces with external customers and suppliers. All processes, communication channels and teams were evaluated and reorganized.

Mental Health

Coaching and consulting as a health consultant with a large company for consumer goods

This 12-month program combined stress management and resiliency training in small groups as well as 1:1 coaching. Burn-out rates and sickness levels have dropped dramatically one year after the program.

Diversity and Inclusion

Coaching and training in the areas of diversity, inclusion, and belonging for an automobile supplier

This 3-month program was offered online due to the hybrid work environment of the post-Covid era. This program was set up in 3 modules with intact learning groups. Content, examples, and open discussion led to a heightened awareness of D&I throughout the company and change in hiring processes.