

Susanne Stock

I move virtual learning and leadership culture



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Development

Global Leadership Development // Experiential learning methods // Mindful leadership and collaboration // Large group workshops // Train the Trainer workshops // Coaching //

Transformation

Consulting organizational change processes // Team development processes // Developing leadership and business culture //

INDUSTRY-SPECIFIC EXPERIENCE

Banks and insurance companies // Chemical industry // Energy supply // Logistics // Public administration // Social insurance // Pharma industry //

CROSS-CULTURAL CONSULTING EXPERIENCE

Europe: Western Europe and Eastern Europe
Asia: Middle East, China
America: North- and South America

German // English

QUALIFICATIONS

Graduate psychologist, key area: Work and organizational psychology
Heinrich Heine University Düsseldorf

Industrial business manager (IHK)
Schwarz Pharma AG

Systemic Consultant and Coach, DBVC certified
Trainer for Mindfulness in Organizations

Facilitator (in acc. with Neuland)

Basic course psychoanalytical-systemic therapy

Master Trainer, Bayer Leadership Program

„I support my customers to use existing strengths and to identify new solutions. When focusing on weaknesses, you will get compromises and average performance. When focusing on strengths, enthusiasm and success can grow and develop.“

Susanne Stock has been working as leadership coach and expert for cultural change for many years. She supports teams and leaders in global corporations and SME's to leverage their strengths and to bring their collaboration and performance to the next level. She focuses on developing an effective leadership presence according to the motto: Leading in an emotionally intelligent way.

Her way of working is clear, honest, pragmatic and appreciative. Prior to working as a consultant she was working as a global project manager for a DAX Group.

EXAMPLES OF PROJECTS

Development

Digital Leadership Programm

For a global provider of solutions in the area of intralogistics I run a comprehensive program to develop leaders. Fast moving and international projects create the demand to lead remote teams with team members having very diverse cultural and professional backgrounds. The program consists of a virtual working phase and a face-to-face training. Right from the start the participants work in mixed virtual teams. These teams work on different leadership projects, so that they can experience the challenges of virtuality in a very practical way and do training on the job. The learning content can be transferred and implemented in the participants' working situation easily. During the transfer phases the participants work on individual cases and discuss them in their peer coaching groups. The supervisors are also involved in the process continuously. They discuss with their employees how the training insights can be implemented in their daily leadership activities. During the face-to-face training the learning experience can be deepened.

Transformation

Cultural development initiative in the chemical industry

For a chemical business I accompany the cultural development initiative of one of their business areas. The core objectives are to strengthen the trust culture and an appreciative and interconnected collaboration. The business unit has to work on it's capability to innovate and to react flexibly to changes in the market. In a co-creative process I support the internal project team to develop and implement the initiative from within. In several workshops we design a conceptual framework and a long-term project plan. As a next step I supported the focus-teams to fill their focus topics with life and to put them into practice. One of the key elements is the implementation of a „Trust Workshop“ series. These are conducted by internal facilitators that were trained in a Train-the-Trainer process. In addition further measures were anchored in the organization to foster the cultural change, e.g. a Job Shadowing Platform, a Leadership Toolbox and team-building workshops for existing teams.