



LIW | Leadership, not just leaders

Britta Gonnermann

Associate Consultant

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Britta is a seasoned consultant who has worked in a variety of different senior leadership roles in HR and Organizational Development (OD) for the Otto Group, Roland Berger Strategy Consultants and Eddie Bauer in Germany and the US. Her core responsibilities were the recruiting of high potential future leaders, leadership development for senior executives and the facilitation of strategic change management projects.

After finishing her two-year Masters Program in Executive Coaching and Systemic Process Consulting in the US, she is working as a freelance consultant and has led a number of cross-cultural client projects internationally. The motto that guides her work is "Empower the client to find their own answers"

Recent Client Successes:

- Designed and delivered several change management programs for large international companies to create a shared purpose through active participation that addressed all input from cross-cultural team members and provided ownership through collaboration and strategic priority setting
- Coached first line managers each in a programme to increase leadership skills and their impact
- Designed and implemented a cross-company Leadership Development Program – including the selection and assessment of its candidates, to prepare future executives for their upcoming challenges
- Facilitated vision and strategy finding processes for different departments to provide them with a clear and compelling direction
- Led an 18-month companywide change initiative to streamline process, to formulate leadership guidelines and to develop internal team communication
- Developed and implemented an engaging communication programme for Japanese leaders
- Coached high potentials through learning assessment centres for different international clients to develop leadership skills, to increase personal awareness and to prepare participants to cope effectively with future leadership challenges and demands.

Qualifications

- Degree in Business Administration (University of Hamburg, Germany).
- Masters Degree in Applied Behavioural Science (Leadership Institute of Seattle)
- Certified Intercultural Coach and Trainer by the IKUD Institute in Göttingen
- Masters Program on "Conflict Resolution and Mediation"
- CPP qualified MBTI Step 1 and 2 and DISC Practitioner.
- Certified experiential action learning trainer
- ASTD and SIETAR member