



I support managers and employees in shaping change in a prudent, goal-oriented, systematic and cost-conscious manner.

In a joint discussion we get to the bottom of your current situation. Together we find out what my support for you could look like. We develop measures and steps that make easier what initially seemed complex: Your handling of demanding challenges and the further development of the people in your company.

### **Sustainable management and design of change**

In our cooperation you as a (new) manager are at the centre of attention. In this position you have the opportunity as well as the duty to consciously and successfully shape developments and changes in your company. With a view to your current challenges, we therefore take a close look at everything that constitutes good leadership and what this means for you personally.

#### **My work basis**

My understanding of work and my actions are anchored in educational science and psychology as well as in resource- and solution-oriented concepts for systemic consulting and coaching. I take up other consulting approaches where this seems helpful.

Practical experience in various professional contexts, pragmatic reference to scientific findings and enjoyment of what I do form the basis of my work. My working style is characterized by commitment, appreciation, stringency, honesty and humor. In order to secure this basis and to be able to successfully accompany your changes, my own further education and constant work on my professional attitude are a matter of course for me.



### **Management development and executive coaching - confidently facing change**

Your actions as a manager range between performance management, team management and responsible self-management. Under increasingly demanding conditions you are expected to consistently deliver exceptional performance. Good intentions and ideas such as a value-oriented “leadership culture” often run the risk of degenerating into empty phrases and make way for serious signs of burnout. Something else is needed than even more intense commitment after a few days out in the monastery.

Together we will clarify your questions regarding your personal positioning, also when you are starting a new management position. You will enhance your own distinctive and reliable management style as well as behavioural patterns which help you to convincingly radiate credibility and assertiveness.

#### **I support you as a member of middle or higher management in**

- identifying your own development potential which is revealed by upcoming changes,
- developing an appropriate and emotionally coherent attitude towards the challenges
- acting professionally and in harmony with your personal and company goals, and
- integrating the results of this process into your further professional development.



### Training and seminars for managers

In tailor-made business trainings and seminars participating executives will explore possibilities

- to enhance an authentic and professional communication style
- to systematically support the development of their respective team and each individual employee, as well as
- to shape the relationship with one's own superiors in an intelligent and active way.

In these trainings I combine participants' current experiences with practical, scientifically based approaches. I trust in the fruitful exchange of experience between the participants and do not teach them patent remedies.

### Change Management - Sustainable change lead

Change in your company only works if managers and employees pull together.

Concerns, skepticism, and resistance to upcoming reforms give valuable hints on how to shape the new. With specific change management activities you will support your employees in not only rationally understanding the planned change but also in harmonizing it with personal goals, attitudes and perceptions. Coherent activities and clear structures make upcoming change processes transparent and comprehensible. This creates trust, without which sustainable change cannot succeed.

In IT implementation or other change management projects, I coach you as a manager who has to lead the change actively and in a target group oriented way.

For example ...

- I support you in clearly identifying all stakeholders involved and their respective willingness to change,
- we jointly develop tailor-made communication activities and action plans for all stakeholders,
- I support the implementation of these activities.



## References

On request, I will be happy to put you in direct contact with the referees listed here and send you my project list.

*“Dr. Erdmann has accompanied my management team and me during a challenging integration phase and has designed and implemented several management workshops for us. She succeeded in identifying the key issues openly and constructively with the participants, using her profound professional competence and at the same time sensitive and well thought out moderation. The result was a significant and lasting improvement in communication within the management team as a whole and in cooperation with one another. The cooperation with her was always very trusting and stimulating, so that together we were able to develop a new leadership culture from which all participants benefited.”*

Global Head, Investment Banking Major German bank

*“When Dr. Erdmann accompanied the introduction of SAP in our company, we benefited from her distinct sense of responsibility and her strategic and conceptual thinking, which she always combines with practical operational solutions. Her work is customer-oriented, flexible and systematic. Remarkable are her empathy and her excellent feeling for dealing with employees at all levels even in difficult situations.”*

Head of Human Resources, globally active engineering company

*“Dr. Erdmann has supported our training activities for ten years as a trainer and coach. The seminars she has held during this time on the topics of change management, team development, conflict management, communication and personality development have been very positively evaluated by our participants. Ms. Erdmann understands very well how to use her treasure of experience as consultant when designing practice-oriented seminars and training units. She works very professionally with entirely different target groups. In the course of coaching our participants, she also benefited from her experience in the field of personnel recruitment. She imparted her background knowledge to our participants professionally and very clearly. Many of them were then able to successfully complete their application processes and return to the job market.”*

Site manager, nationwide active further education institute



Dr. Christina Erdmann

## LEADERSHIP TRANSFORMATION

*"I like to look back on working together with Dr. Erdmann when I wrote my book on the subject of the entrepreneurial family. I owe her many suggestions for the content of the texts and the overall structure of the book. Her committed approach brought order to the structures of the text. She made many valuable contributions from her perspective as an educationalist and as an expert in advising family businesses. Our discussions on individual aspects, such as the question of company succession and how to deal with changes in family businesses were very valuable to me."*

Former CEO, world market leader in the capital goods industry