

# Andrea Böckle

Project Partner

“Through my work, I support people in making their environment more appreciative, more mindful and more collaborative.”

Andrea Böckle works as a facilitator for transformation processes, leadership and team development. For over 10 years she has been accompanying teams and their members on their way to more successful cooperation. Her way of working is characterized by humour, empathy and passion for the cause. With the help of co-creative processes and experience-based formats, she creates the space and the platform for her customers so that they can become (co-) designers of their environment - in the spirit of a TEAM (Together Everyone Achieves More)

## EXAMPLES OF PROJECTS

### Transformation

Cultural development of a medium-sized company in the foundry industry

The decisive factor for the project was the fact that the company received damning feedback from an employee survey. In particular, the employees were dissatisfied with their leaders and the leadership style and the poor communication. In this context, we were commissioned to design and implement measures with the aim of promoting the exchange between employees and managers. In addition, managers should have the opportunity to reflect on their own leadership behavior and get to know new management approaches.

As part of this, we designed dedicated leadership seminars for the entire management team, from top management level to shift manager level. As a prelude to a more trusting culture in which the focus is on continuous exchange, we designed and held interactive large group events (up to 100 people) for the entire workforce.

### Development

Team development of a prospective executive team of an MDAX group in the automotive industry

In the course of a carve-out, a new company with a total of 40,000 employees was founded. My task was to carry out team development measures with the prospective board team, including the HBDI profile. My goal was to use interactive methods to create a protected space that allowed the board members to get to know each other better, to share their individual preferences and to prepare themselves for upcoming situations and challenges in such a way that the board team can meet them in the best possible way and as a team.

### Development

Leadership Development in a mechanical engineering company

For a global company, I was asked to design and implement a development program for prospective managers on an international level. This resulted in a 5-module virtual training with the topics: "Basics of leadership", "Performance management", "Leading (virtual) teams", "Effective communication and meeting management" and "Conflict management". It is a six-month journey through the various topics. The participants receive impulses from me on the respective topics via virtual workshops. Afterwards, the participants continue working/learning self-organized with their peer groups on the



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## SPECIALIST AREAS

### Development

International leadership development // Experienced-based learning methods // Coaching // Team development // Co-Creation

### Transformation

Support of organisational change processes // Leadership and corporate culture // Team development processes

## INDUSTRY-SPECIFIC EXPERIENCE

Pharmaceuticals and chemicals // Automotive // Telecommunications // Management consultancy //

## CROSS-CULTURAL EXPERIENCE

Europe: Western and Eastern Europe  
Asia: China, Singapore  
America: USA, Costa Rica

## WORKING LANGUAGES

Deutsch // Englisch

## QUALIFICATIONS

**Studies of Business and Educational Science**  
at the University of Cologne. Degree: Master of Science

**Studies of International Economics and Management**  
at the Fachhochschule Kufstein/Tirol. Degree: Diploma in International Economics and Management (Magistra)

Systemic Coaching training, the coaching akademie

HBDI® & Whole Brain® Thinking Certification,  
Herrmann International

Training "Resourcesmanager", MILD Münchner  
Institut für lösungsorientiertes Denken

Co-creation facilitator and leader, co-creative  
campus (on-going)