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# Karen Krogel

I bring leaders and teams into motion

"Supporting and shaping change and learning processes is my profession and my calling."

Karen Krogel has been following her calling for more than 15 years in various functions. Before becoming a consultant, she fulfilled several HR roles and experienced the complex dynamics of change processes from a company perspective. Today, she uses her expertise to accompany and support managers in their reflection and development in training and coaching.

The guiding principle for her is a positive attitude that motivates others to change their perspective and to discover new options for action together with them. Because there's always a choice.

## SPECIALIST AREAS

### Development

Personnel development consulting // Management development // Training and transfer support // Systemic Coaching

### Transformation

Support of organizational change processes // Strategy development // Team development

## INDUSTRY-SPECIFIC EXPERIENCE

Pharmaceutical and chemical industry // Banking and insurance // Services // Management consulting // IT // Industry // Energy sector

## CROSS-CULTURAL EXPERIENCE

Europe: Western and Eastern Europe  
South Africa, Asia, USA

## WORKING LANGUAGES

German // English

## QUALIFICATIONS

### Studies of Educational Sciences

BUGH Wuppertal and Westfälische Wilhelms-Universität Münster.  
Degree: Diploma in Pedagogy

### Systemic Coaching Training

Institute for Systemic Family Therapy, Supervision and Organizational Development, Essen, Germany

Certified user and trainer of the personality profiles MBTI®, FIRO-B®, OPQ®.

Certified user of the selection tools Targeted Selection® and Jobfidence®.

Certified user of the 360° Feedback Voices®.

## EXAMPLES OF PROJECTS

### Development

Virtualisation of a global leadership training series

The goal of this project was to virtualise an existing leadership development program and successfully establish it globally, starting in North and South America. The challenge was to transfer the experience-oriented approach of our face-to-face training to the virtual and to enable just as much exchange and learning with and from the group. This was achieved, among other things, through a newly developed half-day simulation, the redesign of transfer tasks as well as the transfer of proven communication approaches that build closeness and trust between the participants of the online workshops. The seminar series was implemented completely virtually in three 2-day modules, but is designed in a way that in future it can also be rolled out as a "hybrid model" - i.e. as a combination of face-to-face and virtual modules.

### Transformation

Merging the Corporate and Global Market Communications departments of a leading global industrial company

In this project, I supported the communications department of a large German industrial company in the process of integrating several departments that had previously been independently positioned in the group's sales companies. In one fell swoop, this also increased the span of leadership from 15 to 100 international employees.

The project steps included strategy development for the change process with the senior VP, as well as the design and conduction of a 3-day goal and vision workshop for the international management level. In addition to the structural changes, the focus was on developing a shared vision and a common understanding of the leadership culture in the new organization.

A large group workshop was also held with the entire team at the German headquarters to work on the upcoming change process. The goal was to develop a common understanding of the change being experienced as well as agreements on how to deal with uncertainty.

In the spirit of sustainable process design, the 3-day workshop was repeated with the global executives in the following year to reflect on the implementation to date and define the next upcoming steps.