

Laura Schwan

Project Partner



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SPECIALIST AREAS

Development

Design and implementation of international management programs // Large group workshops // Cross-cultural and virtual management // Stress management and self-management // Train-the-Trainer // Team coaching // 360 degree feedback // Systemic coaching

Transformation

Organisational development // Facilitation of organisational change processes // Vision & strategy development // Team development processes // Leadership and company culture

INDUSTRY-SPECIFIC EXPERIENCE

Trading // Manufacturing // E-commerce // Media // Construction // Automotive // Education sector // Consultancy // Processing industry // Publishing houses // Medical instruments // Public corporations // Non-profit organisations

CROSS-CULTURAL EXPERIENCE

Europe: Germany, Spain, France, Turkey, England

Asia: India, China

North America: New York

WORKING LANGUAGES

German // English

QUALIFICATIONS

Psychology Degree (Diplom),

Freie Universität Berlin/Technische Universität Berlin/Universidad de Barcelona

Training as behavioural and communication trainer

Training as systemic coach/supervisor (DGSF)

Training as systemic family therapist and advisor (DGSF)

Design Thinking Coach

MBSR & SIY

Management 3.0

Training as intercultural trainer

“It is risky to show all of ourselves. If we want to show our deeper selves, our gifts our desires and our worries, we need spaces in which we feel safe.” (Frederic Laloux)

Depending on the assignment and the objectives developed together, I take on various roles and create a safe space: process facilitator, feedback provider, expert, reflection partner, initiator.

EXAMPLES OF PROJECTS

Development

Leadership programmes for current and future leaders for a large publishing house

Within the framework of new leadership guidelines and in agreement with various committees, I developed programmes for current and future managers and implemented these leadership programmes in 4 modules respectively (each two days in a time framework of 1.5 years). These were designed for employees in German sites as well as German and foreign subsidiaries. Depending on the management level, the modules had different emphases: self-management, role reflection and stakeholder management, team leadership and coaching instruments, dealing with change and innovation, leadership communication and conflict management. In the last module, participants could think about their own ideas and exchange ideas in a 'pit-stop'.

My tasks in this project were: Design of leadership programmes for different levels; Coordinating various trainers, the management and the staff council; Implementation of wide ranges of leadership in German and English; Transfer support through coaching.

Transformation

Vision and strategy development for a fast-growing e-commerce company

An e-commerce company wanted a realignment and change of strategy. After having various interviews with those responsible from different departments and hierarchies, I was able to develop a new vision together with company management and seven business unit managers in a two-day meeting offsite. During the following year in various workshops, trainings, coaching and meetings, we were then able to develop new leadership principles based on the new vision and strategy and implement these on all levels.

My tasks in this project were: Qualitative interviews to assess the organisation's current situation; Coaching of company management; Design and implementation of offsite management meeting for vision and strategy development; Formulation of new management principles as well as their implementation in the organisation.