



Lucia Westdickenberg

Project Partner

"As a consultant, coach and trainer, my concern is to encourage and accompany people in their development processes. In doing so, I use both face-to-face and digital formats."

Lucia's approach to counselling is based on her educational-psychological training, enriched with diverse experience in process support for individuals, teams and organisations, and is anchored in her approachable, clear and appreciative attitude. She supports her clients by quickly penetrating complex issues and bringing them into larger contexts and by communicating in a goal-oriented, empathic and descriptive manner. Through her authentic, reflective and welcoming manner, she is able to create an atmosphere in which people can get to know themselves and each other better and learn from and with each other.

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 Lucia Westdickenberg

SPECIALIST AREAS

Development

Systemic coaching for people with and without management responsibility // Design and implementation of development programmes and training // Potential diagnostics

Transformation

Development and implementation of customised formats to accompany change processes in organisations // Team development processes

INDUSTRY-SPECIFIC EXPERIENCE

Pharmaceuticals // Banks and insurance companies // Energy providers // Media and law // Public authorities // Culture & education // Non-profit // IT & KI

WORKING LANGUAGES

German // English

QUALIFICATIONS

Studies of Educational Science (MSc)

Focus on adult education and career training; subsidiary subjects: psychology, sociology at the Free University of Berlin

Systemic Coach & Supervisor

German Association for Systemic Therapy, Counselling and Family Therapy (GST) Berlin, DGSF

Body-oriented Systemic Therapy

GST Berlin

Leading in complex systems

Marcus Benfer & Thomas Hake, Berlin

Systemic Team Counselling

BIF, Berlin

EXAMPLES OF PROJECTS

Development

Design and implementation of leadership development training seminars

Among others, I designed and conducted multi-module leadership trainings for a federal training academy and an IT service provider for statutory health insurance companies - both in a face-to-face and digital format. In addition to short content inputs on, among other things, the basics of leadership from a systemic perspective and leadership communication, there was a focus on experience-oriented group simulations and their evaluation, suggestions for self-reflection and working through challenging situations in the participants' everyday leadership. In addition, the conscious moderation of the group process as well as the activation of resources and networking within the group were essential.

Transformation

Implementation of team development workshops for an insurance company

As part of a group-wide leadership culture initiative aimed at bringing employees and their managers into an open dialogue at eye level, I conducted various one-day team development workshops for different teams at different locations. A team analysis questionnaire was used, which enabled a differentiated view of the strengths and development areas of the teams and served as a starting point for concrete team development measures.