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 Susann Blankenhagel

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Project Partner

"My motivation: successful companies with reflected employees in clear structures."

Susann Blankenhagel works as consultant, trainer and coach with a focus on non-violent communication and conflict resolution. Her motivation is to help employees to decide by heart and fully authentically to become a leader, no matter if as a leader by role, project leader or employee of their company.

SPECIALIST AREAS

Development

Intra-company conflict mediation

Transformation

Process guidance of organizational change processes // Strategy development // Team development processes // Leadership and corporate culture // Optimization of operational business processes

INDUSTRY-SPECIFIC EXPERIENCE

Chemical Industry // Corporate consulting // Automotive Industry (Tier 2)

CROSS-CULTURAL EXPERIENCE

Europe: Western Europe

America: North and South America

WORKING LANGUAGES

German // English // Spanish

QUALIFICATIONS

Personnel Development Studies

at the University of Technology Kaiserslautern (Technische Universität Kaiserslautern), Distance and Independent Studies Center (DISC)

Master of Business Administration (MBA)

at the Instituto de Empresa (IE) in Madrid, Spain and at the Ponteficia Universidad de Chile (PUC) in Santiago de Chile. Certificate: Master of Business Administration (MBA)

Business Administration Studies

at the University of Applied Sciences for Economy and Management (Fachhochschule für Oekonomie und Management (FOM) in Essen. Certificate: Diploma in Business Administration (FH)

Neurolinguistic Programming Practitioner

Training as a Conflict Mediator according to the standards of the Federal Association of Conflict Mediation

EXAMPLES OF PROJECTS

Development

Intra-company conflict mediation

I mediated a team whose software development project did not proceed due to team conflicts. I supported the target oriented project development by guiding the process.

My tasks within the project: Conflict mediation / Support of the conflict solving process of the team; Subsequent process support until project closure.

Transformation

Change Management during the implementation of a new organization

I led the implementation of a new organization of a business unit of 500 employees applying focused stakeholder and change management. The process targeted at making the business strategy transparent for the organization and achieving a fast buy-in of the employees for the new organization.

My tasks within this project were: Project Management; Process guidance of those involved and those affected: workshop design and facilitation; Organization of a market place to present the new organization for all employees of the

Organizational development of a specialty chemicals business

Within a specialty chemicals business unit of a chemical corporation a functional organization was transformed into a process oriented organization with the involvement of the whole management team.

My tasks within this project were: Project Management; Leading workshops with the target of process optimization.

Development and guidance of change agents

During a global corporate restructuring project we offered leadership methods to top and middle management to ease leading people during the change:

My tasks within the project: Design of the initiative and project management; Workshop Design and workshop facilitation; Co-facilitation during trainings.