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# Katrin Aust

I set thoughts and attitudes in motion

"Set people up for success" best describes my attitude.

It reflects the task of managers towards their team, and at the same time it applies to me as a long-time trainer, coach and expert for change. I see my task in this context as creating the atmosphere, the space and the framework to enable learning and change. I like to accompany my counterparts on their learning journey and to encourage them to turn their thoughts and attitudes around and to question them. In doing so, we develop a great dynamic to learn from each other and the greatest thing is: "they set me up for success"!

## SPECIALIST AREAS

### Development

Development programs for executives // Workplace Transfer Support // Topic-related individual trainings // Train the Trainer // Coaching

### Transformation

Support of organizational change processes // Strategy development // Team development processes // Conflict mediation // Leadership and corporate culture

## INDUSTRY-SPECIFIC EXPERIENCE

Automotive manufacturers // Automotive suppliers // Banks and financial services // Chemical industry // Public corporations // Logistics // Media // Medical technology // Pharmaceutical industry

## CROSS-CULTURAL EXPERIENCE

Europe: Western and Eastern Europe  
Asia: Middle East, India, Japan, China  
Africa: North Africa, Central Africa, South Africa  
Americas: North and South America

## WORKING LANGUAGES

German // English

## QUALIFICATIONS

### Studies in "Systemic Management"

at the Technical University of Kaiserslautern. Degree: Systemic Manager

### University study of psychology

at the Justus-Liebig University, Gießen and at the Georg-August University, Göttingen.  
Degree: Diplom-Psychologist

Zertifizierter Agile Transformation Manager, HR-Pioneers

Trained facilitator for LEGO® Serious Play® method and material, EOL Academy

Coaching Training, Simon Weber & Friends

## EXAMPLES OF PROJECTS

### Development

#### Leadership development within a logistics company

I was asked to design and implement a development program for managers at the European level for a globally active logistics company. This resulted in a 3-module training with the topics: "Basics of Leadership", "Intercultural Cooperation" and "Leading through Change Processes". A group of participants from the talent pool runs through the program together over a period of about 7 months, which is accompanied by me as a trainer and moderator. In addition to the face-to-face training sessions, I also provide telephone coaching after each module to ensure the transfer of knowledge. In addition, the participants form partnerships to support each other in "peer coaching".

### Transformation

#### Workshop for merging two teams into a joint department

After the official reorganization of various work areas into newly defined departments, the task was to merge two previously independent teams, positioned at different locations, into a single functioning department. The focus was on extensive preliminary discussions with the superiors, as well as a detailed clarification of expectations with the team members. After the corresponding preparation, I designed and conducted several vision, goal-setting and team-building workshops, as well as organizing a subsequent evening event.