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SPECIALIST AREAS

Development

Leadership Development Programs // Virtual Leadership // Coaching // Team Development // Train the Trainer // Large Group Facilitation

Transformation

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

INDUSTRY-SPECIFIC EXPERIENCE

Automotive Industry // Rail Infrastructure // IT // Public Sector Corporation // Consumer Goods // Media/ Publishing // Medical Technology // Pharmaceuticals and Chemicals

CROSS-CULTURAL CONSULTING EXPERIENCE

Western Europe

WORKING LANGUAGES

German // English

QUALIFICATIONS

Studies of sociology with focus on economic sociology

Goethe University Frankfurt am Main
Degree: Master of Arts

Associate Certified Coach (ACC), International Coaching Federation

Brain Based Certified Coach

Certified Agile Transformation Manager, HR Pioneers

Facilitation Training, Neuland & Partner

Trainer training, Kompetenzsprung

Advanced training on agility, work hacks and new work, Quadriga University Berlin

Anne-Marie Reinecker

I get people and perspectives into motion

"Regularly changing perspectives and trying new ways of approaching things - for me, the most important drivers of successful change and effective leadership alike."

Anne-Marie Reinecker has been working for years as a consultant in change processes, as well as an executive trainer and coach. In these roles she creates the framework to give her clients the opportunity to generate new experiences, thoughts and insights from which new paths and perspectives can emerge. For an agile togetherness in a dynamic future.

EXAMPLES OF PROJECTS

Transformation

Support and consulting of a change project for 1,500 employees

After the reintegration of a subdivision of a chemical group, which had been spun off to form an independent GmbH only 3 years previously, the goal of the division was to transform itself from a service provider to a partner at eye level. In this context, the change support project pursued the idea of systematically driving forward the necessary changes in employee management, cooperation and the targeted development of all employees together with the strategic realignment and enabling them to help shape and implement the strategic goals.

Four key drivers were used to achieve this: Use of (existing) systems (e.g., employee appraisal, communication events), leadership understanding and behavior, activation of the workforce, and focus on strategic change and overarching communication. Based on an employee survey at the beginning of the project and at the end, it became apparent that employee commitment and motivation, the experienced quality of leadership and appreciation, as well as credibility and trust in senior management could be significantly increased.

Development

Development of a uniform team and leadership culture in the engineering environment

Numerous restructuring measures had led to uncertainty and role ambiguity within the entire team and the managers of our client. The majority of employees and managers no longer felt comfortable in the resulting negative working atmosphere. The goal of the project was to re-establish a "we-feeling" within the organization. A kick-off workshop enabled all 60 employees and four managers to compare the ACTUAL and TARGET status within their area. Strong uncertainties regarding confidentiality at the beginning could be well reduced by methodology, moderation and openness of the managers.

Team-specific topics were worked through in further team workshops. It became apparent that the requirements and wishes regarding leadership were perceived and implemented differently at all levels. The topic of "leadership" thus crystallized as an additional work topic. The work with the four managers, also in individual coaching sessions, showed that a basis existed on which a common understanding of leadership could be built and roles and responsibilities clearly agreed.