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SPECIALIST AREAS

Development

Leadership development // Intercultural and virtual leadership // Team development processes

Transformation

Accompanying organisational change processes
// Leadership culture // Corporate culture // Strategy development

INDUSTRY-SPECIFIC EXPERIENCE

Automotive industry // Chemical industry // Services//
Medizintechnik // Pharmaindustrie // Versicherungen

CROSS-CULTURAL EXPERIENCE

Europe: Western Europe

WORKING LANGUAGES

German // English

QUALIFICATIONS

Studies in "Organizational Development"
at the Technical University of Kaiserslautern,
degree: Master of Arts

Studies "Psychology and Management"
at the International School of Management Dortmund,
degree: Bachelor of Science

Franziska Engelkamp

I move virtual cooperation between leaders and teams

"For me, success is the result of many small steps and actions. Every day is the right day to start."

Franziska Engelkamp works as a consultant for transformation processes and leadership and team development. In particular, she supports virtual teams and their members and leaders in becoming aware of their own strengths and developing them in order to strengthen virtual cooperation and to support and complement each other in the best possible way.

EXAMPLES OF PROJECTS

Development

Design and piloting of a virtual development programme for new, entry-level managers

Together with a cooperating consultancy, I designed 6 modules of a virtual leadership development programme for new, incoming managers and executives of an internationally operating lift company in a co-creative process with my colleagues. Each module consists of a 3-hour virtual session and preparatory and follow-up tasks. Topics covered included trust culture, performance management, communication, team development and conflict management.

The aim of this learning journey is to support the new managers as much as possible in their initial period and to provide them with helpful tools. We designed not only the learning journey for the new leaders and managers, but also train-the-trainer sessions for each module for internal trainers so that they can run the programme independently.

Transformation

Accompanying the introduction of a production system at an internationally operating DAX group.

In order to facilitate the successful introduction of a new, uniform production system within two locations of a chemical company, I conducted a cultural analysis together with some colleagues there. The first step was to conduct virtual interviews with employees from all levels of the company in order to gain an insight into the corporate culture and its facets. In particular, the aim was to find out the personal stories and emotions of the employees and managers, in order to build on this and consider together how culture can be shaped and thus accompany change. The interviews and conversations thus resulted in topic clusters from which measures to support the transformation were derived. The goal was to personally involve every single member of the organization in this change and thus make it successful.