



People-Centric

MASTER FACILITATOR & EXPERIENCED COACH



Executive-level, learning & development professional with 10+ years of experience driving leadership and people development and mastering organizational change

People-Centric the difference that makes the difference in training



Name:
Function:

Languages:
Educational background
Certifications:

Core competencies and specialisations:

Main client assignments:

Anne Maïke Winter

MASTERING CHANGE - Winter To Spring
Senior Consultant, Trainer, Facilitator & Coach in the range of HRD / OD

- Native German. Fluent in German, English and French language
- Psychologist, Diploma at University Bielefeld & Bonn
- Certified Project Manager
- 10 years experience in Consulting, Training and Coaching in the range of people and organizational development
- 3 years as Head of HR Development & Talent Management in a global pharmaceutical company with Japanese HQ
- Self-employed since 2010
- Higher Ground Leadership® Coach (Lance Secretan)
- Systemic educations (SySt®-Institut – Insa Sparrer; Prof. Dr. Matthias Varga v. Kibéd, München):
 - Systemic Structural Constellations
 - Systemic consultation and coaching
 - Systemic Organisation- & Team structures
 - Systemic consultation: Solving conflicts and managing/supervising change
- PSYCH-K® Coach (B. Hofmann)
- Practiced personality instruments: MBTI / GPOP, FIRO-B, Teamroles, CAPTain (CNT), Strengths Finder (Tom Rath)
- Managing Organizational Change due to Restructuring, Reorientation, Merging or Change in Leadership
- Leadership & Team Development (disciplinary or project leadership; through Change; within and between different cultures and teams)
- Organizational Development and People development within companies (Systems, structures, processes, tools)
- Train the Trainer/Consultant /Facilitator (Methodology, didactics and event conception)
- Additional Trainings topics: Cooperation, communication, human perception and psychological tools for daily business
- ADAC, CDT Global, AKDB, Astellas Pharma, B Braun, Beiersdorf, Black Rock, DB Schenker, DGFP, Munich Airport, FORIS, Fresenius Kabi, Haufe Group, Hyundai, Knorr Bremse, LHI, LMU Munich, NDT, OYSTAR, Schickler, TransnetBW, TÜV SÜD, University Regensburg