



Katrin Grunwald

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Born 1984

Consultant profile

- Organisational development consultant and founder of The Globe Team
 - Eight years of work experience in the area of human resource development in the aeronautics industry
 - Master's Degree in Human Resource Management, Bachelor's Degree in Psychology
 - Certifications in NLP, Systemic Organisational Development, Systemic Leadership and Coaching
 - Working languages: German, English, Spanish, French and Dutch
 - Focus: organisational development, team development, facilitation of workshops & large events, coaching for new leaders
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Work experience

- Since April 2018 freelance consultant, trainer & coach
- Eight years of work experience in HR development at Airbus:
 - Programme manager of the global graduate programme
 - Internal team development consultant incl. the lead of a network of 50 internal facilitators
 - Head of Strategic Resource Planning
 - Graduate programme participant in the areas of Talent Management, Diversity and Employee Engagement
- Worked and/or lived in: Costa Rica, USA, The Netherlands, Thailand, Spain, UK, France
- Internship and volunteer work for NGOs Médecins du Monde and CISV

Education

- Advanced training in Systemic Organisational Development, denkmodell GmbH, Berlin
- Advanced Master Systemic Leadership (DVNLP), Inntal Institut, Bad Aibling
- NLP Master (DVNLP), Inntal Institut, Bad Aibling
- Certified internal coach at Airbus
- Master in Human Resource Management from the London School of Economics, Bachelor in Psychology from the University of Maastricht
- Further trainings in transactional analysis, intercultural communication, project management and Cooperation Management using Capacity WORKS, Deutsche Gesellschaft für Internationale Zusammenarbeit (giz) GmbH

Core competencies

- Organisational development
- Team development
- Facilitation of workshops & large events
- Coaching for new leaders

Methods I work with

Facilitation: large scale event facilitation methods (World Café, Open Space, etc), Gestalt, action learning, Airbus Team Booster method, Team Starter method for newly composed teams, design thinking, Capacity WORKS

Coaching: GROW, elements from NLP, non-violent communication, the inner team, positive psychology, 360° feedback debriefings

Professional know-how

- Aeronautics
- Civil society

Target clients

- Teams in international companies
- Civil society and international organisations
- New leaders

Selected assignments

- Facilitation of more than 40 team development workshops for international teams across Europe, Airbus, 2013-2017
- Facilitation of large scale team events for 50-150 participants, Airbus 2015-2016
- Internal coach for leaders at Airbus, 2016-2017
- Facilitation training for leaders, Airbus, 2015
- Facilitation of team workshops for a start-up, InterNations, 2013

Working style

In my work as consultant, trainer & coach, it is important to me that I am able to create an impact with the clients by appreciating and connecting different cultural points of view, expectations and ways of working.