



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, leadership development, facilitation of workshops & large events, coaching
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Work experience

- Since April 2018 freelance consultant, trainer & coach
- Eight years of work experience in HR and leadership development at Airbus:
 - Programme manager of the Airbus 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, GIZ GmbH
- Mentee in the SAP Next-Gen Advisors programme for female founders run by SAP, 2018-2019
- Participant in the 15th International Futures training at the German Federal Foreign Office, Berlin, 2018

Core competencies

- Organisational development incl. change processes
- Team development processes
- Facilitation of workshops & large events
- Leadership development incl. coaching

Selected assignments

- Team development workshop, Userlane, Munich 2020
- Workshop on “Mindful self-leadership” at the yearly scholar alumni event, Friedrich-Ebert-Stiftung, Berlin, 2019
- Leadership development programme for first-time leaders, Cologne & online, Learnship, 2019
- Leadership training for the International Futures programme, German Federal Foreign Office, Berlin, 2019
- Team development workshop, GIZ, Berlin, 2019
- Strategy workshop, German Council on Foreign Relations, Berlin, 2019
- Consulting project “Development of an HRD concept for the Jordanian water sector“, GIZ, Amman, 2019-2020
- Team development activities for start-ups, UN World Food Programme Innovation Accelerator, Munich, 2019
- Kick-off workshop for a change initiative, Friedrich-Ebert-Stiftung, Bonn, 2019
- Individual virtual coaching for leaders from the construction, pharmaceutical and the home appliance industry, Germany and Switzerland, 2019-2020
- Design and implementation of an own online coaching programme for first-time leaders – Leadership Foundation Programme, since 2018
- Internal coach for leaders at Airbus, Munich, 2016-2017
- Facilitation of large scale team events for 50-150 participants, Airbus, across Europe, 2015-2016
- Facilitation training for leaders, Munich, Airbus, 2015
- Internal consultant for managers in change situations, Airbus, across Europe, 2015-2017
- Facilitation of more than 40 team development workshops for international teams across Europe, Airbus, across Europe, 2013-2017
- Facilitation of team development workshops as well as feedback and leadership trainings, InterNations, Munich, 2013-2019

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

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 needs, expectations and ways of working.