



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

Work experience

- Since April 2018 freelance consultant & coach at The Globe Team
- 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

- Leadership development incl. coaching

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

Selected assignments

- Host of two podcasts: Destination Leadership (since 2019) and Startup Stereo from German Accelerator (since 2020)
- Virtual live-training on “Virtual Facilitation“, German Ministry of the Environment, 2020
- Facilitation of a virtual innovation process, Friedrich-Ebert-Stiftung, 2020
- Leadership development programme, Y Food, Munich & online, 2020
- Participant preparation and implementation of a virtual workshop in the frame of the German EU Council presidency, German Ministry of the Environment, 2020
- Facilitation of a virtual team development workshop, Deutsche Post DHL, 2020
- Virtual consulting for the “Young Leaders Program“, Friedrich-Ebert-Stiftung, Sudan, 2020
- Team development workshop, Userlane, Munich 2020
- 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, DGAP 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
- Individual virtual coaching for leaders from the construction, pharmaceutical, automotive and the home appliance industry, Germany and Switzerland via Sharpist, since 2019
- 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