

LIVE YOUR STRATEGY

STRATEGY EXECUTION . EXECUTIVE COACHING

Profile: Andreas Liebrecht



Andreas Liebrecht

Born in 1969, married, systemic consultant. I support national and international companies in their strategy implementation. I am an executive coach and expert in strategic organisational development.

My career begins as a freelancer in social work and adult education. I then execute a first change process in the automotive industry (OEM). I move to another international car manufacturer in a training and development role. There, as a Process Consultant, I am responsible for the implementation of Lean Management processes, new team and leadership structures. I lead a ten-person project team in a specialist function.

After that, I found my first consulting company, then become a member of a renowned group of management consultants. I then found another consulting company and manage five employees.

Today, as a solo consultant, executive coach and member of professional communities, I focus on advising executives with their leadership teams in transformation processes. I work across industries. My working languages are German and English.

Priorities

- Strategy Execution, Culture Development and Transformation Management
- Executive Coaching, Team Coaching, Team Supervision, Mediation

Education and Training

- Master in Educational Sciences (Leuphana University, Lüneburg),
- Systemic Solution Focussed Organizational Consultancy and Coaching (NIK, Bremen),
- Certified LaMarsh Change Expert (FORD Motor. Co),
- Mediator (ZWW Leuphana University, Lüneburg),
- Performance Improvement Manager, Ithaca College NY (U.S),
- Challenging Coaching Masterclass (John Blakey, Ian Day, UK),
- Psychodynamic Coaching and Organizational Consultancy (IPOM, München).

Publications (in German)

- „*Policy Deployment als Führungsinstrument bei Gruppenarbeit*“, in: Das flexible Unternehmen, Symposium Publishing, Düsseldorf, 2007
- „*Policy Deployment*“ und „*Process Confirmation*“, in: Fit for Change – Tools zur Begleitung von Veränderungsprozessen von Anja Leao und Mathias Hofmann, Bd. 1 u. 2; managerSeminare Verlag, 2007 und 2009
- „Strategieumsetzung mit emotionaler Intelligenz – Ein Selbsttest für Führungskräfte“, in: EQ-Tools – Die 42 besten Führungswerkzeuge zur Entwicklung von Emotionaler Intelligenz, von Anja Leao und Heidrun Sass-Schreiber, managerSeminare Verlag, September 2011

Selected Projects

EXECUTIVE COACHING

- › Pharmaceuticals: Coaching of the site manager of a supply center (DAX), upper management circle. Focus: decision-making, strategic realignment of the site.
- › Pharmaceuticals: Mediation between management and works council during a carve out process (DAX). Focus: Maintain willingness to talk, clarify relationships.
- › Automotive: Coaching of the plant manager of a production site (OEM; S&P500), upper management circle. Focus: Leadership in an M&A process (employees affected by the M&A process > 4,500).
- › Automotive: Coaching of a plant manager of a production site (OEM / S&P 500), upper management circle. Focus: Standing and positioning after a change of area.
- › Energy: Coaching of a VP Finance (MDAX), Executive Level. Focus: Self-leadership, "impact" and standing in a restructuring process.
- › Energy: Coaching of a VP Real Estate Management (MDAX), Executive Level. Focus: Reflection on leadership behaviour, team building after restructuring.
- › Specialty Chemicals: Coaching of a VP Controlling & Strategy (MDAX), Executive Level. Focus: Positioning in a carve out process.

STRATEGY EXECUTION

Pharmaceuticals | Chemicals

- › Design, facilitation and execution of numerous strategic alignment activities and their ongoing reviews on department level. Design and support of transformation projects. Member of the group-wide coaching pool. Focus: Building and maintaining implementation strength while restructuring.

Energy

- › Conception and support of the cultural change initiative of an international energy supplier in their asset management department. Member of the group-wide coaching pool. Focus: Naming and changing cultural barriers and dealing with "sacred cows", building self-organization, agility and speed of implementation.

Automotive OEM

- › Implementation support of several change initiatives in the context of securing the future of the plant of a leading manufacturer. Member of the group-wide coaching pool. Focus: Accompaniment of the handover between site managers, support of the strategic work strands during the restructuring on the way to electromobility.

Machinery and Plant Engineering

- › Accompaniment and coaching of executives with their management teams in the context of two plant closures. Member of the group-wide coaching pool. Focus: Dealing with emotionally challenging transformations. Competent design of the restructuring process in the leadership role. Shaping the new beginning with a reduced workforce.

Best regards,



Andreas Liebrecht

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Let's make it work.

ANDREAS LIEBRECHT

Am Rheinufer 20 | D-50999 Köln

Mobil +49 (0)163 311 20 75

al@liveyourstrategy.com

www.liveyourstrategy.com