

LIVE YOUR STRATEGY

STRATEGY EXECUTION . EXECUTIVE COACHING

Profile: Dip. Ed. Andreas Liebrecht



Andreas Liebrecht

Born in 1969, married, systemic consultant. I support national and international companies in their strategy execution with the means of organizational and personnel development. I am an executive coach and implementation specialist.

My career begins as a freelancer in social work and adult education. I then accompany an initial change process in the automotive industry (OEM). I'm moving to another international car manufacturer as a trainer and consultant. There, as a Process Consultant, I am responsible for the implementation of lean management processes, 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 coaching executives with their leadership teams in change processes. I work across industries. My working languages are German and English.

Expertise

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

Education and Training

- Graduate in Educational Science, Dip. Ed. (University of Lüneburg),
- Systemic-solution-oriented Organizational Consultant and Coach (NIK, Bremen),
- Certified Mediator (ZWW University of Lüneburg),
- Certified LaMarsh Change Expert (FORD Motor. Co),
- Performance Improvement Manager, Ithaca College NY (U.S),
- Challenging Coaching Masterclass (John Blakey, Ian Day, UK),
- Psychodynamic Coaching and Organizational Consulting (IPOM, Munich).
- Certificate: Operationalized Psychodynamic Diagnostics (ÖGATAP, Vienna)

Publications

- „*Policy Deployment als Führungsinstrument bei Gruppenarbeit*“, in: Das flexible Unternehmen, Symposion 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

- › Automotive: Coaching of the plant manager and his team of a production site (OEM S&P500), upper management circle. Focus: Leadership in an M&A process (employees affected > 4,500).
- › Automotive: Coaching of a plant manager of a production site (OEM S&P500), upper management circle. Focus: Standing and repositioning after a transition.
- › Automotive: Coaching of a division manager in conflict with a board member (OEM DAX), executive level. Focus: Reflecting on interaction style and behavioural options, clarifying role understanding, clarifying and shaping the working relationship.
- › 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 employee representatives on the occasion of a transfer of business (DAX). Focus: Maintain willingness to talk, clarifying the relationship.
- › Energy: Coaching of an SVP Finance (MDAX), Executive Level. Focus: Self-leadership, impact and standing in a restructuring process.
- › Energy: Coaching of a SVP Real Estate Management (MDAX), Executive Level. Focus: Reflection on leadership behaviour, team building after restructuring.

STRATEGY EXECUTION

Pharmaceuticals | Chemistry

- › Design, facilitation and support of numerous objective setting conferences and department-level reviews. Design and support of transformation projects. Member of the group-wide coaching pool. Focus: Building and maintaining implementation strength while restructuring.

Energy

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

Automotive OEM

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

Machinery and 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: Emotional processing and competent design of the restructuring process from 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

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