



### **Katrin Grunwald**

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## Consultant profile

- Founder and CEO of The Globe Team
  - Core competencies: team development, leadership development incl. coaching, virtual collaboration, facilitation of workshops & large events, mediation, organisational development
  - 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
  - Working languages: German, English, Spanish, French and Dutch
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## Work experience

- Since April 2018 CEO, 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 15<sup>th</sup> International Futures training at the German Federal Foreign Office, Berlin, 2018

## Selected assignments

- Coaching, BMW Foundation, RESPOND Accelerator, Munich, 2022
- First-Time Leader Programme In-House, Junglück, Munich 2022
- First-Time Leader Programme In-House, gridX, Munich/Aachen, 2022
- First-Time Leader Programme In-House, N26, Berlin, 2021-22
- Team development workshop, Deutsche Post DHL, Bonn, 2021
- Consulting project "Development of an HRD concept for the Indian Central Pollution Control Board, Indian Ministry of Environment", GIZ, New Delhi & virtual, Ongoing since 2021
- Virtual live-training on "Hybrid team work", Shaker Academy, Switzerland, 2021
- Virtual live-trainings on "Virtual Facilitation", German Ministry of the Environment, 2020
- Mentor for German start-ups scaling their business abroad with virtual workshops on "Team basics for Internationalization", German Accelerator, 2020-21
- Design and implementation of an in-house Leadership Development Programme for first-time leaders, Y Food, Munich & online, ongoing since 2020
- Participant preparation and implementation of a virtual EU workshop in the frame of the German EU Council presidency, German Ministry of the Environment, 2020
- Facilitation of a virtual team development process including mediation, Deutsche Post DHL, 2020
- Virtual consulting for the "Young Leaders Program", Friedrich-Ebert-Stiftung, Sudan, 2020
- Team development workshop, Userlane, Munich 2020
- Host of two podcasts: Destination Leadership (since 2019) and Startup Stereo from German Accelerator (since 2020)
- Design and implementation of an in-house Leadership Development Programme for first-time leaders, Cologne & virtual, Learnship, 2019
- Leadership training for the International Futures programme, German Federal Foreign Office, 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
- Coaching: Individual virtual coaching for leaders from the construction, pharmaceutical, automotive, tech and the home appliance industry, Germany, Switzerland, South Africa and UAE via Sharpist, ongoing since 2019
- Design and implementation of an own online coaching programme for first-time leaders in the US, Kenia, Germany & Switzerland, Leadership Foundation Programme by The Globe Team, 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