



SABINE LANGROCK
RESILIENZ | CHANGE | COACHING



**I enable teams and leaders to become resilient,
be agile and cultivate a growth mindset in the face of constant change.**

BORN IN 1972

PROFESSIONAL BACKGROUND:

- Since 2014: Owner of SABINE LANGROCK Resilienz | Change | Coaching. Consultant and Coach for Change Management and healthy (self) leadership.
- 1999-2014: 16 years' experience in organizational design and people development
 - Head of Talent Management, Head of Key HR Topics, Senior Consultant Change Management (DekaBank)
 - Senior Consultant Organizational Development (Fraport AG)
 - Projekt work in HR & Team lead in Recruiting (Accenture)

EDUCATION & TRAINING:

- Master in Business Administration – University of Passau
- M.A. People Development – Technical University of Kaiserslautern
- Advanced Curriculum Systemic coaching and team development (DBVC certificated) – isb/ Institut für systemische Beratung Wiesloch
- Change management curriculum – frankfurter gruppe unternehmensentwicklung
- New Work Design – Dark Horse Berlin
- Insights Discovery® Licensed Practitioner – Insights Group Deutschland GmbH
- Resilience for trainers and consultants – Resilienzforum
- Train the trainer Psychological stress management – GKM-Institut für Gesundheitspsychologie
- Mindfulness training/ MBSR (Jon Kabat-Zinn) and continued mindfulness practice – Christian Stocker/ Tibethaus Frankfurt
- Further trainings: agile management/ design thinking, leadership, large group interventions, mindfulness in business, hypnosystemic life balance, hypnotherapeutic approaches for depression and burnout, and many more.
- Work shadowing at sysTelios (private clinic for psychotherapy und psychosomatic health development)
- Networking partner of sysTelios Transfer, the hypnosystemic oriented network of sysTelios (private clinic for psychotherapy und psychosomatic health development)
- Continuous quality assurance and intervision within a systemic peer group

INDUSTRIES: Financial Services, Healthcare (Pharma & Biotech), Chemicals, Services, Travel & Transportation, Education etc.

WORKING LANGUAGES: German and English

KEY COMPETENCIES/ PROJECT EXAMPLES:

Coaching:

- Leadership and personality development; also supported with Insights Discovery®
- Reflection of individual leadership issues; Reflection of team issues/ team constellations
- Planning of the next career steps; Transition coaching for leaders; The first 100 days in the new leadership position
- Dealing with volatility, uncertainty, complexity and ambiguity (VUCA); Professional and individual change processes
- Mindful (self-) leadership in challenging times; Life balance; Optimizing the personal workload; Stress management/ resilience

Change Management/ Organisational Development:

- Implementing the global Biopharma R&D Strategy
- Global transformation project to achieve seamless processes and to foster the cross functional collaboration
- Implementing Business Process Management as management approach
- Large group event: Kickoff the collaboration of four organizational units and two sites
- Strategic repositioning of the Procurement unit

Team development/ Offsites:

- Improving communication as well as cooperation amongst the team members – also supported with Insights Discovery®
- Team development for newly formed or recently merged teams
- Strengthening the team by giving it a new focus, purpose or vision
- Increasing motivation and performance in effective teams

Resilience and stress management for individuals and teams:

- Mindful (self) leadership in challenging times (workshops)
- Resilience for teams: workshops in combination with individual coaching sessions
- Leadership workshops: leading healthy/ dealing with mentally strained employees, leading with values, shared understanding of leadership
- Customized development programs to build up stress management skills and resilience

MY APPROACH:

- My working approach derives from my own business and leadership experience combined with a sound psychological coaching expertise. Over the course of the years, I have helped many companies and teams navigate through change processes and face the ambiguous needs, challenges and objections that accompany such changes.
- I take a systemic view on the levels organization, team and individual – with their actions and interactions in order to allow people to develop their entire resource and potential. This also includes picking up the upcoming emotions and dealing wisely with them.
- My interventions are based on the principles of self-organization, solution-focus and strength-orientation. I incorporate modern and creative working methods such as agility, positive leadership, resilience, neuroscience and mindfulness.
- My clients appreciate my ability to create a trustful and appreciative atmosphere and to enable them to pause and reflect. This ensures that my clients gain valuable insights, new energy and fresh perspectives – even for challenging issues.