



I enable teams and leaders to approach today's rapidly changing work environment with a resilient, agile and solution focused mindset.

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 HR Key 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
- Facilitate Theory U – Kommunikationslotsen/ Generative Facilitation Institute
- New Work Design – Dark Horse Berlin
- Insights Discovery® Licensed Practitioner – Insights Group Deutschland GmbH
- Resilience for Trainers and Consultants – Resilienzforum
- Train the Trainer Psychological Stressmanagement – 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 etc.
- Work shadowing at sysTelios (private clinic for psychotherapy und psychosomatic health development). Networking partner of sysTelios Transfer (hypnosystemic oriented network of sysTelios)
- Continuous quality assurance and supervision within a systemic peer group

INDUSTRIES: Financial Services, Healthcare (Pharma & Biotech), Chemicals, IT Consulting, Law Firms, Real Estate Project Management, Airport, Education etc.

WORKING LANGUAGES: German and English

PROJECT EXAMPLES:

Coaching:

- Solving role conflicts in the management team
- Leadership and personality development; also supported with Insights Discovery®
- Transition coaching for leaders
- Dealing with volatility, uncertainty, complexity and ambiguity (VUCA)
- Professional and individual change processes
- Mindful (self-) leadership; Stress management/ resilience

Change Management/ Organisational Development:

- Employee survey: concept, interviews, evaluation and follow-up process
- Implementing the global Biopharma R&D Strategy: focus on agile networking mindset
- Global transformation project on seamless processes and cross functional collaboration

Team development/ Offsites:

- Shaping the future of newly formed or recently merged teams
- Improving collaboration and team effectiveness; also supported with Insights Discovery®
- Strengthening teams by co-creating a common purpose or vision

Resilience and stress management for individuals and teams:

- Mindful (self) leadership in challenging times (workshops, coaching)
- Resilience for teams: workshops in combination with individual coaching sessions
- Customized development programs to foster resilience and stress management skills

MY APPROACH:

- I have a strong business management background and psychological coaching expertise combined with own leadership experience and diverse change processes. Therefore, I am familiar with corporate dynamics and individual challenges in the VUCA environment.
- In change projects, I take a systemic view. This includes the different levels of the organization, the affected people with their emotions as well as the ambiguous challenges that are natural components of all change processes.
- As a consultant and coach, I am curious about people and their different perspectives. I integrate proven and creative methods from agility, positive psychology, resilience research, neuroscience and mindfulness.
- By creating a trustful space and an appreciative atmosphere, I encourage my clients to slow down to speed up. This provides an opportunity to achieve valuable insights and new perspectives even for challenging issues.