



I coach 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
- 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 and 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), Chemistry, IT Consulting, Law Firms, Travel & Transportation, Education etc.

ARBEITSSPRACHEN: Deutsch und Englisch

SPECIFIC KNOW HOW/ 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 R&D Strategy, focus on agile networking mindset
- Global transformation project to achieve seamless processes and foster the cross functional collaboration
- Implementing Business Process Management
- Large group event: Kickoff of the collaboration of four organizational units and two sites
- Strategic repositioning of provider management

Team development/ Offsites:

- Improving collaboration in teams effectiveness – also supported with Insights Discovery®
- Newly formed or recently merged teams
- Teams who lack direction, purpose or vision
- Effective teams who want to become high performing

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
- Development programs to foster resilience and stress management competencies

MY APPROACH:

- My business and leadership experience is combined with sound psychological coaching expertise. In addition to that I have many years' experience of helping companies and teams get through change processes. This includes facing the ambiguous needs, challenges and objections that accompany such changes.
- In managing change, I take a systemic view on the levels organization, team, individual with their actions and interactions in order to allow people to develop their entire resource and potential.
- My working style is based on the principles of systemic organizational development combined with modern, creative methods such as agility, positive leadership, resilience, neuroscience and mindfulness. My focus is on resources, strengths and possible solutions.
- I create a trustful and appreciative atmosphere and leave space and time to pause for a moment. This ensures that you can successfully achieve valuable insights and fresh perspectives.