



Effective Leadership & Communication pays off

Learning & Development
for SME

Karin Straub
Diplom-Betriebswirtin (BA)
Learning & Development Consultant,
Mediator

Areas of Work

Leadership & Communication in Business

Discover Potential

- Assessment center & development center
- Employee appraisal systems
- Individual aptitude and potential assessment

Establish Competence

- Training
- Qualification programs
- Leadership coaching

Create Culture

- Team building
- Change management
- Conflict management & Mediation

Working Languages

German & English



Experience ...

- Recruiting & developing leaders in various corporations and SM Companies
- Designing & facilitating training & leadership coaching
- Consulting & implementing changes within organizations, ex: post-merger, implementation of ERP-systems, implementation of company values and guidelines
- Leading & managing international teams in centralized/decentralized organizational structures & matrix organizations
- Building & implementing a learning and development department as a strategic partner in an international company

... and positions

Learning and Development Consultant

Karin Straub – Führung & Kommunikation, Saarbrücken & international – since 2012

Manager Personnel Development Europe

International sales & production company - 9 years

Manager Human Resources

IT, various organizations – 2.5 years

Manager Learning & Development

Sales & retail, various organization - 9 years



Selected Projects

- **Inhouse advancement program “From REP to sales director in 3 steps”**

Call Center, 600 employees

- › Design of development program, training sessions & supplementary activities
- › Facilitation in German & English
- › Leadership coaching
- › Design , execution & evaluation of assessment & testing procedures

- **Development center for new senior experts position**

Aero industry, 1,500 employees

- › Development of requirement profile
- › Design, moderation & evaluation of the Development Center
- › Coaching based on derived development plans

- **New company culture following corporate take over**

Electrical industry, 175 employees

- › Design & facilitation of business integration workshops & training
- › Consultation re implementation of annual appraisal system
- › Design & facilitation of training program for new leaders
- › Leadership coaching

- **Guidelines for cooperation**

Service industry, 20 employees

- › Coaching of Managing Directors
- › Facilitation of guideline development workshops
- › Consultation & facilitation of support initiatives during implementation



Selected Training Topics

- **“ My first leadership position“** – Awareness of new expectations & pitfalls
- **“ Professional handling of difficult 1 to 1 sessions“** – Communication as the pillar of effective leadership
- **“ Optimizing my leadership style“** – Reflection and new alternatives for experienced leaders
- **“ Focused & Fair“** – Communication for key employees for sustainable success
- **„Confident in Conflicts “** - Clarity about my own conflict behavior & individual strategies for sustainable solutions
- Sole licensee in Europe: **“smartMANAGER - Managing at the next level“** - Providing performance development every manager needs to master

Contact

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