

PROFILE

Name
Address

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Career
since April 1988

CEO of Schilling & Partner GmbH, Bad Schwartau
Business Consultant, Coach and Trainer

- **Design and implementation of training in leadership and communication, e.g.:**
 - Leadership training for microfinance sector
 - Negotiation Training for bank managers and insurance companies
 - Training in the area of Emotional Intelligence and Self-Management
 - Innovative leadership training (combination of psychological test, Emotional Intelligence and Barb Horses)
 - Intercultural Leadership workshops in Asia and Africa
 - Basic communication, Time- and Self-Management for National Personnel in different cultural areas
 - Communication and argumentation for women working in patriarchal societies
 - Teamassessment and –development
- **Coachings, e.g.:**
 - Career and Leadership Coaching
 - Moderation and Mediation
 - Team Assessment and Team Coaching
 - Trainer education and supervision
- **Other Projects:**
 - Conceptual development and practical implementation of the certification „Geprüfter Automobilverkäufer“ (Certified Car-Salesperson)
 - Integrated business consultation in medium sized companies with the emphasis on leadership and sales
 - Leadership Coaching and Team Workshops

before 1988

Specialized translations of computer related texts
(Fachpressdienst Schilling since September 1985)
Computer training for Managers

Head of Sales in a small IT-dealership (responsible for sales and personnel management)

Teaching practical psychology at the University of Trier

Leading psychologist in an institution for mentally handicapped and maladjusted children and juveniles

Publication

Das Telefon in neuen Dimensionen, 2001, (New dimensions in telephone communication), co-author Beate Johnen

Zielorientierte Verhandlungsführung, (Goal-oriented Negotiation), 2013, co-author Daniel Duecker

Article in “Coaching – Methoden und Porträts erfolgreicher Coaches” (Coaching – Methods and Portraits of successful coaches), May 2014, Article: “Leadership Impact and Emotional Intelligence: Complementing Coaching through experiential work with Barb horses”

Qualifications

- Degree in Psychology, 1980 at Trier University, Germany
- Business Studies at Hagen University, Germany
- Client-Centered Therapy (Carl Rogers), member of Deutsche Gesellschaft für Wissenschaftliche Gesprächspsychotherapie
- Cognitive Behavioral Therapy (Max Planck Institute Munich, Kanfer & Goldstein)
- Systems Family Therapy, Trier University
- Workshops Personnel Management, Apple Computer Germany
- Team Diagnostic Assessment Authorized Facilitator
- Certified Trainer persolog Personality Profile (formerly DISG)
- Certification in Emotional Intelligence, EQ in Action Profile
- Membership International Coaching Federation
- Membership Berufsverband Deutscher Psychologen (Association of German Psychologists), Section Economy

Training / Coaching

Certification	Senior Coach BDP (Association of German Psychologists)
Training	Management Coaching Qualification (Osnabrück University, Rauen & Steinhübel) (5 workshops) REN Coaching Workshop, Shanghai Coaches Training Institute: Fundamentals Coach Training Team Coaching Intensive (Team Coaching Institute), Certified Facilitator and course “Business Development” CTI Leadership Program (200 hrs) Emotional Intelligence: EQ in Action
Areas of activities	Contract with GIZ Germany (German International Cooperation for sustainable development) Coaching clients in medium-sized companies (car industry, pharmaceutical, banking) Career- and Leadership Coaching for individual clients Feedback for managers in different formats

Designing and facilitating leadership and staff trainings in different cultures (Africa, Asia, Far East)

- Team Development, Motivation
- Negotiation and Argumentation, Solution finding methods
- Intercultural Communication
- Time- and Self-Management

Examples:

- Leadership workshop including motivation and communication in Cairo with participants from MENA region (GIZ training) and in Bangkok with participants from Asia
- Team workshops “No baggage” on solution finding and communication in Ontario, Canada
- Leadership Workshop on team, communication, problem solving for EWCA (Ethiopian Wildlife Conservation Authority) in Addis Ababa
- Capacity building in Sri Lanka for managers of LOMC
- Since 2013, conducting trainings, feedbacks and teamworkshops in Kabul and Mazar e Sharif each year

and...

Speaker

Wuerth Congress, South Africa, 2008: “Executives: Virus or Vitamin?”
HR Congress, 2010, Germany: “Team Diagnostic Assessment: How to build, sustain and advance High Performance Teams”

BDP Conference, 2012, Germany: “Securing the future: how to strengthen agility in a team”

Language
Hobbies

Native German, fluent English, basic French
Horseback riding, hiking National Parks, meeting friends, travelling, reading

Work Ethics

Respect and appreciation for people and different cultures
Firm belief in opportunities for personal growth
Analytical, systemic approach in dealing with individual customer situations
Solutions for the individual customer tailored to their needs
Curiosity, openness and no prejudices as inner guideline for working with different cultures



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To integrate and value experience and knowledge, to design based on proven theoretical concepts, to be solution oriented and practical, to dare innovative ways –

training and coaching open up new horizons!