

Curriculum Vitae



Franziska Kind

Personal data

Date of birth: 18th. Aug.1967
Nationality: German
Marital status: married

Professional Career

2006 – today: Systemic consultant of organization, mediator, project manager
(Freelance activity)
Fields of expertise:

- Strategy consulting
- Change management
- Systemic organizational development
- Corporate and leading culture
- Moderation / Presentation
- Teambuilding and supervision
- Conflict consultancy services / Mediation
- Project crises / reviews
- Coaching of organization / teams and individuals
- Trainings

2004 - 2006: Consultant for change management, communication and project management at Orbitak , Bremen (full-time employment)

Consulting, realization and implementation of projects
Fields of expertise:

- Change management
- Project management

2003 - 2004: Management of a marketing project in the motor sport sector
Volkswagen Racing/Motorsport, Wolfsburg (full-time employment)

- Project Leader Marketing



- 1995 - 2002: Film production manager, Berlin (freelance activity)
Genre: Screen advertising, film trailer and Industrial film
Scope of function:
- Head of staff
 - Project planning and execution
 - Contracting staff, location, equipment
 - Budget and budget controlling
 - Permissions of location etc.
- 1995 - 1999 Unit manager film, Berlin, (freelance activity)
1994 - 1998: Freelance TV journalist/editor, Berlin (freelance activity)

Industries

Rail freight traffic, logistics, public transport rail, energy, automotive, tourism, film industry

Education

- 1989 - 1990: Johannes Gutenberg University Mainz
1990 - 1992: Ludwig- Maximilians University Munich
1992 - 1996: Freie Universität zu Berlin
Political science
Grade/Certificate: degree

Advanced Training

- 2014 SCRUM Master Certification
2014 Certified NLP Practitioner (DNLP, Institute Tom Andreas, Cologne)
2010 Certified systemic consultant of organization
2007 Certified Mediator and Coach (BM),
main emphasis: business mediation
2007 Process consulting
2002 Certified Project Management Practitioner, Level D (GPM/IPMA)
1997 Film producing and management

Further Information

- Foreign Languages: German: mother tongue
English: fluent
French: basic knowledge
IT-Knowledge: MS-Office,



Assignments (selection)

Rail freight traffic and logistic, Germany

Assignment: Implementation of a new Business Model

Goal: Consultancy, conceptual design, implementation and realization of the process of change

Role: Systemic consultant of organization, change-manager, coach, change-communicator

a) of the headquarter project team (6 months)

b) of two independent project teams in three production centers

Period: 2011 - 2014

Duration: 34 months

Activities in this assignment:

- a) Project set up
 - Consultant in the central project team
 - Project definition, development and structuring
 - Stakeholder analysis
 - Design and roll out of the process of change throughout all nine Germans company locations
 - Design of the project organization and meeting structure throughout all German company locations
 - Design of the central communication portfolio and strategy along the project progress
- b) Project rollout
 - Consultant of the regional project team
 - Conceptual design and set up of the regional process of change
 - Conceptual design and moderation of management and team workshops
 - Moderation of various internal information workshops with use of learning maps
 - Regional communication management along the project progress (f. e. writing newsletters and magazines for the employees)
 - Conceptual design of measures necessary to improve co-operation between divisions of the company

Results:

- Implementation of the process of change and structure across nine production centers
- Implementation of the central project communication
- Implementation of two regional change structures
- Information campaign about the new business model for over 1.500 employees
- Coaching of the project teams
- Implementation of change agents
- Improvement of the cooperation in the divisions
- Reduction of anxieties and resistance of the staff against the change
- Creation of an understanding for the necessary change
- A shared understanding by the management about their role in the change management process



Rail freight traffic, Germany

Assignment: Reorganization of the overhead structures

Goal: Implementation and management of the process of change for the reorganization project. Internal communication about the departments tasks toward new process models and business opportunities
Establishment and coaching support for the new leader of the organizational unit. Development of a new corporate and leading culture. Recreation and enhancement of a new team spirit in the new management team.

Role: Change manager, coach, consultant, mediator, communication expert

Period: 2010 - 2011

Duration: 18 months

Activities in this assignment:

- Consultancy, design and realization of the change management and change communication
- Consultancy and coaching of the project leader and his team
- Conception and moderation various workshops aiming to reduce the resistance of the staff against the change with using special methods of intervention
- Conceptual design and moderation of a workshop series to lead the team in developing a new organizational and leading culture
- Conceptual design and moderation of internal and interdepartmental workshops aiming to the improvement of cooperation in-between the teams or departments
- Consultancy and additional help to implement the new organizational and leading culture
- Moderation of workshops aiming to optimize internal functions, processes and interfaces
- Staff-oriented communication
- Continuous supervision of the process of change
- Coaching support for the new leader

Results:

- Implementation of the new organizational structure and processes
- Positive implementing of the partially renewed management team
- A shared understanding by the management about their role in the change management process
- Establishment of a positive spirit and open culture of communication throughout the whole department
- Change and establishment of a new organizational and leading culture within the management team
- New corporate and leading culture accepted and carried-out by the whole management team



Transport sector, Germany

Assignment: Department Merger, Purchasing Department

Goal: Combining of two departments. Consulting and coaching support of the leader and his team. Moderation of all meetings and workshops, coaching of the leader

Role: Consultant change management, coach, moderator

Period: 2007

Duration: 8 months

Activities in this assignment:

- Advice pertaining to the merger concept and the process of change
- Advisor to the project management team
- Coaching of the department leader
- Team development measures for the management team
- Advice on and moderation of the management meetings
- Consultancy and additional help to implement the new organizational and leading culture
- Supervision and development of the internal change and communication management
- Concept, implementation and moderation of an employee event, combined with a special intervention aiming a concise experience of the former process of change (250 p.)

Results:

- Analysis and defining of objectives and measures in collaboration with the management team aiming the future collaboration of the team
- Reallocation of tasks
- Successful completion of project



Automotive, Germany / Worldwide

Assignment: **Modernization of IT systems and organizational processes worldwide**

Goal: Setting up an efficient programme organization and programme structure. Conceptual design and development of the process of change.

Role: Consultant project management, change management, consultant leader

Period: 2004 - 2006

Duration: 21 months

Activities in this assignment:

- Consultancy of the programme management and the control systems for the programme
- Composition and project leader of the German change team
- Coordinator of all change teams worldwide
- Provision of advice to project managers in the development of a concept for the implementation of the global process of change
- Guidance in the recruitment of the members of the programme team
- Coordinator for the national and international internal communication
- Design and implementation of measures for managers and employees, such as large group events, communication platform, etc.
- Consultant leader

Results:

- Implementation of the programme management
- Set up of a programme office
- Implementation of an internal communication platform worldwide
- Creating of a widespread positive atmosphere in all German companies locations and subsidiaries
- Strengthening the information flow between the parent group towards the foreign subsidiaries



Transport sector, Germany

Assignment: Development of a new working time model

Goal: Consultancy and moderation of a development process for a new work time model in the transport sector. Management of the "Employee Communication"

Role: Consultant, moderator, change manager

Period: 2008

Duration: 3 months

Activities in this assignment:

- Provision of advice on implementation phase structuring and project management
- Concept development and implementation of target-group oriented communications to employees via various media (events, intranet, employee newspaper, flyers)
- Conception and moderation of workshops aiming the development of the new work time model

Results:

- New work time model
- Concept for the rollout of the new work time model

Motor Sports, Germany

Assignment: Management of a marketing project in the motor sport sector

Goal: Clearing and defining the target of the project, development of the marketing strategy aiming the redefinition of the brand image. Support in acquisition of sponsors. Expansion of the brand community through the engagement in motorsports.

Role: Project leader marketing

Period: 2003 und 2004

Duration: 15 months

Activities in this assignment:

- Development and implementation of the project marketing strategy
- Development of service oriented consumer products
- Marketing budget control
- Support in drafting contracts in the area of film rights
- Support of the sponsor acquisition and relationship management
- Design and editorial of a regular published newsletter for the sponsors
- Travel management and assistance of the sponsors during the race

Results:

- Acquisition of five sponsors
- Implementation of the marketing strategy
- Redefine of the brand image



Tourism, traffic sector, Germany

Assignment: **Several business mediations**

Goal: Conflict resolution between employees, teams, management and works council, defining the new base teamwork or interdepartmental cooperation

Role: Mediator, leader of the process

Period: Various since 2010

Duration: Depending on the assignment

Activities in this assignment:

- Clearing of the assignment and the target with the sponsor and the clients
- Lighting up the issues of the clients
- Clearing of diverging perceptions of the participants
- Objectification of the conflict
- Conjointly, constructive compiling of solutions
- Reaching an agreement
- Supervision of the results

Results:

- Redefinition of the cooperation between the clients or clients groups in meaning of communication, behaviors and reliability
- Clarification of the collaboration between the superiors and employees

Various, Germany

Assignment: **Concept design and moderation of team building workshops, conferences and big group events**

Goal: Internal or interdepartmental team building or team coaching, moderation of strategy or vision processes or project reviews.

Role: Moderation and conceptual design

Period: Various since 2006

Duration: Depending on the assignment

Activities in this assignment:

- Order clarification
- Conceptual design
- Moderation

Results:

- Redefinition of the cooperation between the clients or clients groups in meaning of communication, behaviors and reliability
- Redefining of strategy or vision
- Solved problems in projects
- Improving cooperation in-between teams, departments, project teams or management teams

