

MICHAEL PLUENNECKE

International Executive Coaches



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Qualifications

- Master of Psychology (Diploma, University of Muenster)
- Systemic Consultant, trainer, coach (Institut für systemische Beratung, Wiesloch)
- Coaching – certified by Team Works Partnership
- MBTI (Myers-Briggs-Type Indicator), My Motivation Insights, TKI (Thomas Kilman Conflict Inventory) & Firo-B certified

Experience

- Since 2014: Consultant, coach, trainer in change management processes, strategy development & implementation, team & people development, management assessments, i.a. for PUMA, Sanofi Pasteur, MSD, United Internet, HolidayCheck, EON, Daimler AG
- 1999 – 2016: various management positions at Unilever:
HR Director Go to Market DACH (Customer Development & Marketing, within Jobshare)
HR Manager/ HR Business Partner Supply Chain for 3 factory sites (food industry 80-750 employees), at headquarters for Controlling & IT, sales force and technical service center (120-500 employees); 14 years leadership experience
- Associate lecturer at University for applied studies Ansbach HR for Industrial Engineering

Professional focus (working languages: English and German)

- Consulting:
 - Culture-, organization- and leadership development
 - Preparation and facilitation of workshops (strategy, change, team, etc.)
 - Change Management, restructuring processes
 - Implementation of HR management processes and systems as well as jobsharing concepts
- Training:
 - High Potential Programs
 - Target and value-based leadership
 - Communication as pivotal leadership tool
 - Change management
 - HR Business Partner training programs
- Systemic Coaching:
 - Leadership-coaching focused on individual resources and potential
 - Team-Coaching (e.g. 360° feedback-coaching)
 - Onboarding- and transition-coaching