

MICHAEL PLUENNECKE

International Executive Coaches



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Qualifications

- Diploma in Psychology (University of Muenster)
- Certified Systemic Consultant & Coach at „Institut für systemische Beratung (ISB)“ at Wiesloch
- Coaching – Certified by Team Works Partnership
- Certified in MBTI (Myers-Briggs-Type Indicator), My Motivation Insights, TKI (Thomas Kilman Conflict Inventory) & Firo-B, Lumina Personality inventory, Agile Methods, Scrum Master (certified at scrum.org)

Experiences

- since 2015: Consultant, Coach & Trainer in transformation processes; strategy, culture, team & individual development, agile working, e.g. for Geberit, Deutsche Bahn, Henkell Freixenet, Roche, Unilever, Sanofi Pasteur, PUMA
- 1999 – 2016: various management positions at Unilever: Human Resources Director Go to Market DACH (Sales & Marketing, Jobshare), Head of HR Site / HR Business Partner for 3 sites (food industry 80-750 employees) for Controlling, IT, Sales; 15 years of leadership experience with teams up to 10 team direct reports and 25 at department
- Lecturer at Hochschule Ansbach Human Resources Management

Competencies (languages: German and English)

- Consulting:
 - Culture-, Leadership Culture-, Organizational- and Individual Development
 - Strategy- and Team Development
 - Transformations, also in agile set-ups
 - People & Culture Management Systems
- Systemic Coaching:
 - Resources- and potential-oriented Leadership Coaching
 - Purpose Coaching
 - Team-Coaching (e.g. 360° Feedback-Coaching)
 - Onboarding and Transition-Coaching
- Training:
 - Leadership Development
 - High Potential Programs
 - Communication in Leadership
 - HR Business Partner Training