



## **Brigitte Hegemann**

CONSULTING & TRAINING

Qualified Educationalist  
Psychologist

Business Consultant  
Trainer Coach

*Success results from the dynamic alternation of tension and relaxation, stimulation and regeneration.*

I have been working successfully as a consultant for German and international companies since 1981, helping my clients to manage the increasingly important change processes in view of progressing globalization.

My main strength is the improvement of your company's competitive advantage by optimizing the use of your resources and improving your strategic development of Human Resources.

I went to university in the United States for six years and also worked there as a consultant and trainer. If desired, all my speeches and trainings can also be held in English.

### **PHILOSOPHY**

During my student years I was already fascinated by the many interesting aspects of working as a trainer and I was able to gain first professional experience.

You can absolutely rely on my competence, my sensitivity to the development of organizations and individuals, and my ability to make efficient use of these complex processes to your advantage. I support your company and your employees in adjusting to the constantly increasing challenges of the market.

I believe that continuous added value engineering is the main requirement for the promising development of your company and your employees, your most important asset.  
For the realization of your targets I design custom-made concepts in close cooperation with your

decision makers. The contents and their transfer during the training follow the individual conditions and requirements of your organization. They offer comprehensible and applicable solutions.

The combination of your “view from the inside” with my “view from the outside” will open up new perspectives and avenues for your company.

## **TRAININGS AND MODERATIONS**

Many companies use my skills as a presenter in order to set a special highlight for their important presentations and conferences. All trainings and speeches can also be held in English.

## **BUSINESS PARTNERS**

In view of all areas of expertise, I work according to the focus and scope of the contract for many years together with competent network partners. All of them are independent contractors and thereby know the needs and successes of entrepreneurs from personal experience. The quality of my work is backed through continuing education and long term peer coaching.

## **TRAINER PROFILE BRIGITTE HEGEMANN**

Born in 1954

## **UNIVERSITY TRAINING**

- Diploma in Education and Psychology (WWU Münster)
- Psychology (John F. Kennedy - University, Orinda, California, USA)
- Scholarship DAAD (Voiron, France)

## **FURTHER EDUCATION**

- Systemic counseling in the application field of organizations (Sabine Klingenberg, German Association of Transactional Analysis, Hamburg)
- Professional Training Certificate. "Communication, Leadership and Organization" (WINQ - Hamburg University of Applied Sciences)
- Certified Qi Gong Therapist (Lao Shan Center, Hamburg)
- Certified LIFO- Trainer (LIFO - Products & Consulting, Munich)

- Certified for Virtual Self Coaching  
(Prof. Dr. Harald Geissler, Helmut-Schmidt-University, University of the Federal Armed Forces, Hamburg)

## **WORK EXPERIENCE**

- Advisory pedagogue in adult education
- Managing Director and Trainer (Berkeley, Oakland, El Cerrito, California, USA)
- Business Consultant and Trainer, TOP Business AG, Management Consulting (Hamburg)
- 1992: Setting up my own business Brigitte Hegemann CONSULTING & TRAINING (Hamburg)

## **CONSULTING & COACHING**

Whether executive, employee, or private individual - if you want to master the rapidly changing challenges of today's life, you will benefit from working with a coach.

Innovation and viewing a system in its entirety are the core elements of my approach.

The most important topics are:

- Restructuring at your place of work
- New positioning within the company
- Solving conflicts at work
- Constructive communication
- Work-Life-Balance

## **PORTFOLIO**

### ■ **Basics, methods and instruments of leadership**

Tasks and roles of effective leadership  
Situational leadership according to the level of maturity  
How to motivate and delegate effectively

### ■ **Leading with coaching skills**

Staff motivation by improved communication between employees and managers  
Appreciative staff leadership by means of transactional analysis  
Conflict and problem-solving methods

■ **To present successfully and convince through structure and presence**

Preparation, structure and concept of the presentation

Take constructive feedback to body language, voice and contents and implement it

Competent handling of pretexts and objections

■ **Social competence – The Key competence for your success**

Tuning in to others and truly listening to them

The interplay between cooperation and confrontation

The significance of nearness and distance in working life

■ **Critical Success factors for change management**

Tools for the analysis of the phenomena and rules of change processes

Perceiving indicators of change in the relevant change phase

Resistance and roles of relevant stakeholders

■ **Holding constructive conflict solving talks**

Diagnose causes and symptoms of conflicts

Improve your cooperation and conflict ability

Develop solution strategies for your own conflict situations

■ **Active time- and self-management**

Analysis of your own work organization

Set clear priorities

How to avoid “time thieves”

■ **Professional meeting techniques**

Hidden rules: Why so many meetings end without result

Identify issues for discussion, and create action plans for important agenda items.

“Do’s and Don’ts” in the management of meetings

■ **The success factors of teambuilding**

Strengthen cooperation, motivation and performance

From the person (self) to the group (we) to the task (that)

Successful self-guidance in critical situations

■ **Management and moderation of groups**

Sounding Boards: communication platform between top executive staff and decision makers

Strategic workshops

Evaluation of staff surveys

## TESTIMONIALS

"I got the necessary "Toolbox" in order to fulfill my executive function more effectively."  
(Basics, methods and instruments of leadership)

"Perfect in training the content as well as a wide variety of exercises. I have learned a lot and feel more confident now." (Critical Success factors for change management)

"Vivacious, authentic, open, superior yet natural, knows how to explain well, listens actively to participants." (Social competence – The Key competence for your success)

"Very interesting and stimulating way of teaching. One of the most positive workshops I have ever experienced." (To present successfully and convince through structure and presence)

"Was good, dynamic, motivated, with a lot of fun – I look forward to learning more."  
(Holding constructive conflict solving talks)

"I'm positively surprised by the diversification of methods. The trainer knows how to integrate the requests of the participants without neglecting the target." (Professional meeting techniques)

"Excellent competence, structure of the training was logical, very close to daily practice, interactive with all participants. The structure was reflected in the content of the training – function of a role model." (Leading with coaching skills)

"Role model for the group, excellent competence for presenting contents, pleasant, sincere, has built fruitful relationships with the participants and created a very positive training environment." (The success factors of teambuilding)

"The content of the seminar was very well designed and successfully implemented in practice. The working group and the open atmosphere have made the two days very entertaining and educational. Varied seminar with tips and tricks for everyday work."  
(Active time- and self-management)

"With your friendly and open approach you have contributed greatly to the success of the conference." (Moderation of an international conference in English)

## REFERENCES

- Airbus in Germany, Hamburg
- AXA Colonia, Stuttgart
- BAT British American Tobacco GmbH, Hamburg
- BEK Barmer Ersatzkasse, Hamburg
- BMW AG, Munich
- Conoco Phillips, Hamburg
- Bosch Thermotechnik GmbH, Buderus Germany; Germany-wide
- DFS Deutsche Flugsicherung GmbH, Munich
- Euler Hermes, Kreditversicherungs-AG, Hamburg
- HellermannTyton GmbH, Tornesch
- IBAU Hamburg, Ingenieurgesellschaft, Industriebau mbH, Hamburg
- Labinal GmbH, Safran Group, Ingenieurdienstleistungen, Hamburg
- Krüll Motor Company GmbH & Co KG, Hamburg
- Lufthansa Cargo, New York
- Media-Saturn, Cologne
- Media-Saturn-Holding GmbH, Ingolstadt
- Möller Wedel GmbH, Medizintechnik, Wedel
- NDR Norddeutscher Rundfunk, Hamburg
- Nordakademie, Hochschule der Wirtschaft, Elmshorn
- Nordzucker AG, Brunswick
- Osnabrück University of Applied Sciences, Osnabrück
- PHV - Der Dialysepartner, Hamburg
- PCS Philips Consumer Service, Cologne
- PMS Philips Medical Systems, DMC GmbH, Hamburg
- Philips Semiconductors GmbH, Hamburg
- Rexam Beverage Can GmbH, Recklinghausen, Gelsenkirchen
- Robert Bosch Hausgeräte GmbH, Stuttgart
- Roche Diagnostics GmbH, Mannheim
- SAGA GWG, Hamburg
- SHELL in Germany, Hamburg
- Sieben (S) Personal GmbH, Hamburg
- Sportpark Quickborn, Quickborn
- Stadt Hamburg, Hamburg
- Stadt Pinneberg, Pinneberg
- Verwaltungsberufsgenossenschaft, Hamburg
- Ville de Luxembourg, Luxembourg

## **CONTACT**

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