

# Coach- and Trainer Profile

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**Kathrin Solbach**

Expert for team development and transformation projects

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Kathrin Solbach is an experienced sparring partner for team development and change management projects. In her role as a solution-focussed trainer, facilitator and consultant, she accompanies teams and individuals on their personal development path. She started her professional career in the area of project management. Here she quickly realised how important it is, in addition to the right communication and time management tools, to understand the individual project participants and to form a team with them and start change initiatives together. Kathrin has many years of international corporate experience, and this experience has enabled her personally to take on management responsibility and to develop and train the next generation of junior leaders.

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## Workshop & training topics can be, for example

### Self-awareness & Self-leadership

Leading others is all about knowing yourself well, understanding what motivates you and what slows you down. In this training course, the aim is to gain a better understanding of your own strengths and weaknesses, obtain feedback and sharpen your own image of yourself as a leader in order to derive your own "leadership vision" and consciously live your personal purpose in your daily actions and environment.

### Self-organisation & effective time management

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The more responsibilities you have, the greater the number of tasks and deadlines. In this training course, the aim is to identify your own challenges and gain new impulses for effective self-organisation and time management and to implement these into your everyday life step by step. Mindfulness and dealing with conflicts and mental health play an important role in this training.

### Creating collaborative teams in virtual environments

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When it comes to our day-to-day work, the majority or all of our meetings and dialogues take place virtually. We face the challenge of transforming emotions and messages via "screens" while at the same time engaging our conversation partners and being able to correctly understand their messages and signals. Self-reflection and empathy are key skills for this. This training is about reflecting on your own impact and understanding where the keys to success lie for good communication and team building in both hybrid and virtual environments.

### Powerful methods of effective communication and conflict management

We all know the saying "the tone makes the music". But how do you manage to communicate successfully in a dynamic world? Where communication fails, this may affect the efficiency and performance and, in the worst case, may lead to conflicts. Awareness of such situations can be sensitised through purposeful approaches in order to take action at an early stage and avoid or sustainably resolve conflicts.

## That makes working with Kathrin so special:

- An equal sparring partner with a strong practical focus
  - New work & Experience in working in collaborative remote environments
  - A focus on solutions, strengths and opportunities
  - Providing self-reflection and driving sustainable change
  - Experience working internationally with strong fluency in German, English and Spanish
  - Several years of management experience in an international group (2nd management level) and as a transition manager
  - Focus on strengths and development
  - Positive and empathetic approach
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## Education:

- Dipl. Betriebswirtin und Master in Unternehmensführung
  - Graduated in Business Administration and Master in General Management
  - Completed certificate programme: Change & Leadership Management
  - Certified Innermetrix Consultant™ (CIC)
  - Advanced qualification in the field of moderation techniques
  - Workshop facilitator with several years of practical experience
  - Additional trainings in the field of moderation, project management, OPEX, and others
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## Professional experience:

- Working as a freelance facilitator, trainer and coach specialising in leadership development, change and project management since 2021
- More than 15 years of practical experience in an international multinational corporation with a focus on talent management & personnel development as well as setting up a PMO organisation and project management of various corporate projects
- Expertise in facilitating workshops and large group events, particularly on change topics and team building