

Andrea Dauch, Business- Coach

Range of activities / specialties

Personnel management and development

- 17 years of successful employee and management coaching in individual, team and workshop constellations
- Strategic personnel planning (responsibility for over 300 internal employees and over 10,000 flexworkers)
- Team building, team analysis, team roles
- Conceptual HR work (concepts for applicant marketing, employee retention, ...)
- 15 years of trainer experience in sales topics, time management, talent promotion programs, personnel issues, communication, change workshops
- Achievement of goals and feedback processes in the practical environment (conducting employee appraisals - development, conflict, feedback, setting and following up on measurable goals, setup of meetings - preparation, presentation and moderation, performance management, ...)
- Teaching position as a teacher (until 1998), 5 years of voluntary support for the upper secondary school level in vocational guidance and economics, 5 years as a member of the working group "School and Business"

Strategy and change support

- Optimization of processes and procedures
- Development and implementation of new business areas and working in the matrix
- Fusion and integration of employees, business areas and companies
- Initiate and support in change processes

Sales

- 18 years of sales experience (in areas ranging from acquisition of new customers to the expansion into key account customers)
- Support and coaching of employees in sales
- Conduct of individual customer events, trade fair appearances and press activities
- Market analysis and definition of the resulting market and sales strategy
- Development of a market analysis tool to increase efficiency in sales and implementation in the company

Professional background

Process facilitator and coach

- Since 2015: independent process supervisor and coach
- Since 2011 (volunteer): consultant and coach for start-up companies with a focus on strategy, sales and human resources

Employment at Randstad Deutschland GmbH & Co. KG (1999 - 2015)

- Regional director / member of the executive board
- Responsible for the operative business in Baden-Württemberg and Bavaria
- National responsibility for the specialization in airport and aviation as well as labor market policy issues
- 18 years of leadership and sales experience

Education / training

- Agile working and leading (2018)
- Process facilitator and coach for organizational, personnel and personality development (2016-2017)
- Chamber of Industry and Commerce examiner for personnel services (2011)
- Instructor aptitude test and coach training (2003)
- HR specialist (1999-2002)
- Pedagogy studies as a teacher, extension subject: Psychology (1992- 1998)
- Coaching training (systemic) (1990-1991)

contact

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