



## COACH PROFILE

KATINKA ACKERMANN

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### SHORT PROFILE.

- 20+ years of leadership experience with a focus on corporate strategy and organizational excellence – 10 years at DEUTSCHE BANK AG (VP Multinational Corporations HR Strategy, PMI), close to executive board, 4 years at global State Street Corporation (VP Corporate Communications Europe), 2 years at Computer Science Corporation (Chicago).
- International expertise in leadership development, with a focus on post-merger integration, performance enhancement, and transitioning teams and organizations into a high-performance culture
- 15+ years as Executive Coach – specialized in leadership transition (C-level & minus 1,2)
- Keynote speeches, publications, conference and executive panel moderation, workshops & seminars
- University of Colorado (Boulder), Economics M.c.I. / INSEAD Global Management Program
- Member of the advisory board of Opportunity International (leading Global Microfinance)

From her more than 20 years of experience in leadership positions, as an executive advisor, and a professional coach, Katinka Ackermann has gained valuable insights into the invisible dynamics unfolding in the high-performance business environment, affecting the career trajectory of those bearing responsibility for results and people. Today, co-designing strategies to optimize personal performance and overcome the evermore pressing issues of leading diverse teams, overcoming distraction, and navigating corporate politics are an important part of Katinka's work with her coachées.

High-responsibility executives and managers can rely on Katinka's appreciative yet always truthful and congruent sparring to achieve the inner transformation necessary to excel in their demanding leadership environment.

Katinka has authored a dynamic repertoire of unconventional and effective strategies to guide leaders and high-potentials in clearly identifying and achieving their full performance potential and strategic objectives. Refocusing on covert strengths in clients' personality and talents which remained underdeveloped is a core strategy in her coaching.

In summary, Katinka's special strength is in the mobilization of engaged ownership in the pursuit of the needed achievements. Core pathways are the generation of new energies, the dissolution of neuro-based behavioral obstacles and the leveraging of professional communication and performance power.



**TARGET GROUPS.**

- Leaders and executives (C-level, 2<sup>nd</sup> and 3<sup>rd</sup>, and high-potentials on all levels)
  - at the next step up (leadership strengthening and transition)
  - in need of performance optimization (executive leverage)
  - at stagnation points (identify power spots, clear obstacles, unleash leadership and management performance)
- Mixed teams with a special focus on the optimization of male-female synergy dynamics
- Female leaders, executives, and high potentials on their way into the board room (executive / non-executive)

**COACHING FOCUS.**

- Executive leadership transition – strengthening and preparation for the next development step onto the 1st or 2nd leadership level or into the C-suite
- Leadership launch – structural coaching through the „first 100 days“ in a top leadership position (same company, new company)
- Communication breakthroughs – conveying success, presenting, speaking, negotiating, and closing effectively
- Career planning and success tactics in stepping up, changing careers, and at turning points - discovery of professional and personal identity, core personality traits, values, and talents
- Appraisal and allocation of physical, mental, and emotional energy and the realization of unused performance potential, discovery and dissolution of covert blockades
- Guidance through, sensitization, and „graduation“ to intricate corporate politics at the top
- Performance strategies for diversity groups, especially women and parents

**WORK MODE.**

A coaching program concentrates on the achievement of the specific and individually defined objectives of the client. Core aspects of the coaching work delivered jointly by the coach and the client include the acknowledgement of existing and activation of new neurological pathways for a sustained change in attitude and behaviors - clarification of values, motivations, and identities (professional and personal), authenticity and a clear understanding of the actual goals, brainstorming, compilation of action plans, analysis of pathways to creating a different life and better career, clarifying and strengthening questions and commitment to implementing practical steps towards change.

**TRAININGS & CERTIFICATIONS.**

Certified GLOBAL LEADERSHIP Coach	GCG – Global Coach Group – Lead for Good	2020
Ongoing intensive Executive Coaching training and development	WBECs annual conference and year-round coach training World Business & Executive Coach Summit	2016- today
SCC Certified Executive Coach	Stakeholder Centered Coaching (Marshall Goldsmith, Guaranteed & Measurable Leadership Growth)	2014
Certified Leadership Assessor & Auditor	Global Leaders of the Future (GLOF), MG SCC Global Leaders Assessment	2014
ICF ACC/PCC	Member of ICF (International Coach Federation)	2013
Creating Engaged Ownership© (CEO - Executive Team Coaching)	(Autorin) Executive Team Coaching - Stärkung von Fokus, Vertrauen, Führungsverhalten und Verantwortungsübernahme	2013
Fearless Female© - female executive leadership	(Creator) Female Executives: Overcoming Fears, Seizing Opportunities, Harvesting Performance	2013
Professional Co-Active Coach (PCC)	CTI / USA - Nürnberg	2012
Certified in OYOE <i>Own Your Own Engagement</i>	TR Clark Partners, USA: Stärkung der Eigenmotivation und -verantwortung	2010
Global Management Program	INSEAD	1996
Inhouse Career Coach	Deutsche Bank AG, <i>inhouse coach-training</i>	1995



## METHODOLOGIES.

Each coaching process takes its very own individual course, so that the choice of methodologies depends on the respective dynamic unfolding in light of the client's specified objective. Among these methodologies are instruments of professional co-active coaching (CTI / Prof. Chamine), positive inquiry, strong and effective questions, appreciative feedback, various approaches from positive intelligence (Stanford), and intrinsically motivational exercises.

Apart from an informed preparation of each session, all visual materials produced (flipcharts, mind maps, photographed exercises in the room's geography) are evaluated and provided to the client for „homework“ purposes and later as cross-reference as well as for monitoring – and quantifying - individual progress.

## NETWORK & BOARD FUNCTIONS

- International Coach Federation (ICF)
- Lead faculty & executive coach for Strathmore Business School's „Women Directors' Leadership Program“
- Opportunity International (leading global foundation for social microfinance)
  - Member of the German Supervisory Board
  - Member of the Global Executive People Committee (>20.000 employees worldwide)
- ROTARY International / Member of the Board, RC Munich International
- Bavarian Economic Board (Bayrischer Wirtschaftsbeirat)
- FIDAR (Frauen in die Aufsichtsräte – Women into Supervisory Boards)
- MENSA International

## PUBLICATIONS / SPEECHES.

- „Women and Men as Business Leaders“ (Springer/Gabler Publishing House). Book Chapter: *Intricacies of Female Careers*. Co-Authored with Elke Benning-Rohnke, Board Member FiDAR (Women into Supervisory Boards) South. Publishers: Prof. Dr. Isabell M. Welpel, Dr. Prisca Brosi / **Technical University Munich (TUM)**, September 2015
- Frequent public speaker and in-house workshop facilitator – EQUITALENT INTERNATIONAL brand events: „Fearless Female“ & „Creating Engaged Ownership (CEO)“
- Keynote Presentation: „A Chance for the Poor: Social Microfinance in Third World Countries“. **Evangelische Akademie Tutzing**, 2013
- „Women in Leadership – Managing Authority“ / Keynote Speech, **Munich Economic Forum**, 2009
- „Blackberry & Antibabypille: Reconcile leadership and family demands“  
Presentation and panel member at the **World Women Work Conference, Berlin**, 2009
- „The Special Something – Successful Recruiting for Corporate Consultancies“  
**ManagerSeminare Publishing**, 2008
- „Value-Centered Leadership – Leading with Trust and Authority“  
Presentation & Keynote Speech in the plenary, Congress of Christian Executives (**Kongress Christlicher Führungskräfte**, 3.500 participants, Germany's business leadership C-level elite), 2007
- „Head Births“ – Streamlining organizational constellation and cooperation in gynecological clinics  
**Akademios Wissenschaftsverlag GmbH**, 2006