



Coach & Trainer Profile

www.ckc-coaching.de



Dr. Carolina Kleebar

Certified Systemic Business Coach & Trainer

Carolina's aim is to support leaders in recognizing their real strengths and motivational drivers to be able to fully incorporate their role as effective and efficient leader while being empathetic and authentic.

As an expert for change management, she is a valuable sparring partner to define, execute, and evaluate strategies to ensure a smooth transformation. She incorporates this practical experience in her role as change coach for leaders and organizations.

Carolina has over 15 years experience as a top management consultant with functional focus on organizational excellence, organizational design and reorganization. Further expertise are Human Resource and Talent Management topics. In her function as Senior Manager, she led international projects and teams all around Europe, Russia and Middle East in various industries. Carolina studied sociology, psychology and communication science and did her doctorate in organizational sociology and personal psychology about the impact of tacit knowledge for decision making during personal selection and recruiting processes.

Personal statement

*My strength as coach is
to dive deeper.*

*In a complex environment with
many stakeholders and different
aims and concerns, I look under
the surface, create clarity, and
help to find and implement
purposeful solutions for the
benefit of the whole system.*



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Experience

Since 2015	Owner, CKC Coaching & Training
2010-2018	Senior Manager, Roland Berger GmbH
2008-2010	Senior Consultant, Droege & Comp. GmbH
2006-2008	Assistant Project Manager, Celerant Consulting GmbH
2004	Assistant to Head of HR, Kassenärztliche Vereinigung
2002	Working Student, Kienbaum Executive Consultants GmbH

Education

2019-2020	Certified Business Trainer & Change Management Consultant, Acus Akademie (EN ISO / IEC 17024)
2019-2020	Digital Transformation Consultant, Acus Akademie
2015-2016	Systemic Business Coach (certified by DCV e.V.)
2003-2006	Ph.D. in Organizational Psychology, University of Augsburg
1998-2003	M.A. Sociology, Psychology, Communication Science, University of Augsburg

Highlights

- 8 years coaching experience
- 15 years top management consulting
- International project and team leader experience
- Sound educational track and certifications

Key services & topics

- Executive Coaching
- Female Leader Coaching
- Change Coaching during Transformations
- Customized Trainings



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Achievements – Selection

- Highly **experienced business coach** with over 100 completed coaching processes
 - Individual coaching: personal growth, career coaching, re-orientation, transformational phases, etc.
 - Team coaching: team-building, navigate through complex projects, etc.
- Trusted facilitator of customized, state-of-the-art **management trainings & workshops**
 - Training: Authentic skill-development for female leaders and female entrepreneurs
 - Training: Dealing with power games and manipulative behavior in complex business environments
 - Workshop: Refining company values and role-modeling schemes for an improved client centricity
- Proven track record as **top management consultant** with over 75 successful projects
 - Leadership audit at a German based automotive supplier
 - Design and implementation of new organizational set-ups at several international organizations
 - Organizational transformation incl. Change Management of the R&D division of a MedTech company
 - (Digital) Reorganization of the HR management processes of a German federal office
 - Design and implementation of a leadership development program for an international automotive supplier
 - Analysis of the HR Academy concept for a telecommunications company
 - Design and implementation of a performance management scheme at a technologic leader for metallurgy
 - Organizational excellence and performance management programs in various industries

Main Industry Insights

- Automotive suppliers
- Chemicals
- Consulting
- Construction
- Engineering & Production
- High Tech
- Pharma & MedTech
- Public Sector & NGOs



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