



Claas Florian Engelke

*Organizational Development
Change & Transformation
Leadership Development
Leadership Assessment
Talent Management
Ethical Leadership*

Mobil: +49 179 926 3816
eMail: florian_engelke@web.de
LinkedIn: <https://www.linkedin.com/in/florianengelke/>

Claas Florian Engelke ◦ Hobrecht Straße 23 ◦ 12047 Berlin, Germany

Professional Experience

02/2022 until
present

GOLL Consulting GmbH, Bonn, Germany

Senior Principal: design and execution of leadership development programs, strategy & business development, facilitation (of change-oriented) large-scale leadership summits, change management, organizational development, establishment of new consulting areas

02/2014 -
02/2022

**Profil M, Consultancy for Human Resources Management,
Wermelskirchen, Germany**

Senior Consultant: design and execution of processes to assess leadership potential (assessment centers and development centers at all hierarchical levels); executive assessment and consulting in the context of relevant personnel decisions; design of learning processes and development programs to further develop leadership quality; training and coaching of managers (from project managers to executive managers); design and introduction of sustainable talent management processes as well as optimization of existing processes in this area; development of teams into high-performance teams

02/2013 -
12/2013

Chanel GmbH Deutschland, Hamburg, Germany

Business Trainer: sales upskilling / sales trainings, intercultural trainings (Eurasia), development of new staff training concepts

03/2009 -
02/2013

FEICOM, Berlin, Germany

Trainer & Consultant: leadership development, intercultural trainings, executive coaching

01/2012 -
02/2013

**IVM Institut für Virtuelles Management & FPK
Unternehmensentwicklung, Wuppertal / Berlin, Germany**

Consultant and Co-founder: distance leadership, leadership development, conflict management, executive coaching

02/2007 -
02/2009

Inlingua, Stuttgart, Germany

Trainer: rhetorics, Business English trainings, conflict management trainings, drafting of curricula

Training Consultant: onboarding, train-the-trainer programs, recruitment

01/2004 -
01/2007

Inlingua, Oldenburg, Germany

Trainer: rhetorics, Business English trainings, conflict management trainings, drafting of curricula

05/2004 -
11/2006

Ulla Popken GmbH, Rastede, Germany

System Administrator in eCommerce: market analyst, administrator of international websites, maintenance of complex online shops, conception and assessment of newsletter marketing measures

Qualifications & Education

2021

HOGAN Assessor Certification, Relevant Management Beratung

2018 - 2021

Business Trainer Certification, TAM Akademie, conception of business trainings, didactics, creation of curricula, execution of trainings

2015 - 2017

DBVC-certified Business Coach, Konstanzer Seminare / Dehner Akademie, focusing on business coaching, systemics, transactional analysis, diagnostics

2012 - 2013

Certified Intercultural Trainer, BAMIK Intercultural Training, Diversity & Inclusion, focus on Far-Eastern regions, USA and Germany

01/1999 -
03/2006

C.v.O. Universität Oldenburg, Germany

M.A. in Psycholinguistics and Theology

03/2003 -
05/2003

BBC Manchester, UK

Online journalist and researcher (Ethics and Religion Department), research, interviews, online publications on www.bbc.co.uk

07/2004 -
09/2004

ICHEIC Gloucester, UK

Contracts Analyst and Researcher, analysis of insurance policies in the context of restitutions to be paid to holocaust victims

04/2001 -
06/2002

Taurus Crafts Lydney, UK

Co-Worker & social year, gardening and support of people with special needs

1997

Economic Grammar School Papenburg, Germany

A-levels in accounting, German literature, economics, English literature

Miscellaneous

Excerpt of companies I have done consultancy for (management diagnostics, leadership development, coachings):

Boston Consulting Group, Wayfair, Hochschule für Ökonomie und Management (FOM), Rolls Royce Germany, University of Applied Sciences Emden/Leer, Bremer Landesbank, Unilog Integrata, DZ Bank, Daimler Protics, Eurohypo Bank, DG Hyp, Geze, DHL, DIW Facility Management, Moments Inside, BTC IT-Services, Berliner Wasserbetriebe, Vattenfall, GDF Suez, Solon SE, Veolia, Deutsche Bahn, Sony, Cornelsen, Bayer AG, Böhlinger Ingelheim, Wayfair, Lanxess AG, AVM, Zukunft Umwelt Gesellschaft Berlin, Rohde & Schwarz and others

Languages:

German (mother tongue), English (mother tongue), Spanish and French (B1 level)

IT Skills:

MS Office lounge, various content management systems (typo3, Wordpress and others.), virtual communication platforms such as Zoom, Skype for Business, MS Teams, virtual collaboration platforms such as Concept Board, Miro and others

Personal:

International politics, peace research, nature (herbology), languages, music (guitar, production, composition), health, arts (wood-work, carpentry, interior design)

Online:

Book Project on Ethical Leadership (co-authoring with Rick Swegan):

<https://www.ethicalbottomline.com/>

LinkedIn:

<https://www.linkedin.com/in/florianengelke/>

Book Reviews Leadership Literature:

<https://www.youtube.com/watch?v=3pkhvDt6Y34> &

<https://www.youtube.com/watch?v=544cPobf2c8>

Contributions on Leadership Topics:

Assessments: <https://www.youtube.com/watch?v=1DaVNGHpelw>

Motivation Theories: <https://www.youtube.com/watch?v=1PA8msPFMxs>

Articles on Leadership Topics:

Humble Leadership: <https://www.linkedin.com/pulse/humble-heros-abdicating-kings-claas-florian-engelke/>

Playful Leadership: <https://www.linkedin.com/pulse/ludo-ergo-sum-claas-florian-engelke/>

Personal Grit: <https://www.linkedin.com/pulse/ich-verbiere-euch-zu-gehoren-florian-engelke/>