



## SEEHASE

*People – Development – Consulting*

### Tania Seehase



#### References

Aerospace,  
Automotive Industry,  
Medical Technology,  
FMCG,  
Health Insurance,  
Certification Company,  
Consulting,  
Design and Communication

#### Qualification

Digital Innovation Camp, fincalab  
Agile Organization Support (B.  
Oesterreich), New Work  
Systemic Counseling (HISW),  
Career Counseling (M. Wehrle),  
Licensed consulting of EU-project  
„Unternehmenswert Mensch“,  
Business Coach (Fischer-Epe),  
Licensed consultant of Profile  
Dynamics®

Network Member for new work  
“intrinsicify”

#### Languages

German, English, French

### Consultant, Facilitator and Coach

born in 1974

#### Education

Degree in sociology with a main focus on organisational sociology at the university of Hamburg and an extra-occupational Master of the Arts degree in personnel development at the Technische Universität Kaiserslautern.

#### Professional career

- Since 2013 self-employed consultant, facilitator and coach
- 2009 until 2013 Senior personnel developer at Tchibo GmbH
- 2009 until 2010 Senior personnel developer at Société Générale de Surveillance
- 2007 until 2009 Personnel developer at Airbus
- 2004 until 2007 Configuration manager in the cabin division at Airbus Germany GmbH in Hamburg and Toulouse/France

#### Examples of projects

##### Organizational Development

- Support for implementation of “New work”-processes: collegial leadership, self-organisation, agile forms of organisation
- Facilitation of Leadership Development programs
- Implementation of 90° to 360°-Feedback processes

##### Facilitation / Team development

- Design and facilitation of customized professional and strategic workshops
- Facilitator for large groups and “town hall meetings”
- Team building with motivation analysis Profile Dynamics®
- (Leadership-) -team development

##### Individual management and employee development

- individual support with leadership extension and change processes
- Career advice, New Placement and Coaching