changetraining Organisations- und Personalentwicklung

Facts Sheet

Sandra Diethelm, lic. phil. Psychologist specialised in social psychology, *1985
Junior Consultant

Employee at Changetraining GmbH, assessor for the fitness report of cadre aspirant in the military service, autism therapist and singer

Further education in project management and leadership and communication in complex projects (Career Service, University of Konstanz). Experienced with well-established evaluation tools in Assessment Centre (Department of Psychology, University of Zurich).

Sandra Diethelm speaks German and English.

Main focus of professional experience

- Assessor, recruitment centre of the Swiss Army, Mels
- Autism therapist, Schmerikon
- Sales advisory service and sales promotion, miscellaneous agencies
- President, project manager and head of mentoring programme, Impact Zürich
- Assistant to the survey manager, Jacobscenter for Productive Youth Development, Zürich

CHANGE MANAGEMENT – ORGANISATIONAL DEVELOPMENT

- Advising and accompanying organisations which
... are in a reorganisation/merger/acquisition phase or
... wish to reposition and advance themselves (development of visions/mission statements/strategies)

Examples: Accompanying resistance, fears and opportunities during reorganisation.
Team building: letting go of old functions. HR transformation.
Stakeholder analysis: Transform affected people into participants.

TRAINING – MANAGEMENT DEVELOPMENT

- Qualification check, evaluation of training requirements
- Development of training concepts, drawing up customised training modules

Examples: Effective job interviews. Target agreements. Day-to-day leadership.
Difficult discussions with employees (conflicts, underachievement)

COACHING – CAREER PLANNING – NEWPLACEMENT

HR-PROJECTS

- Recruitment (via recommendations and new media – Web 2.0), retention, redundancy
- HR outsourcing, HR transformation

PERSONNEL SELECTION AND PLACEMENT

- Mandated manhunt of experts and executives
- Placement of experts and executives