

Expert for Change 4.0 and innovative Leadership



Susanne Nickel is an expert in Change 4.0, innovative leadership, and recruiting. She gained her wealth of experience during her many years as a manager and consultant in both national and international companies and corporations - most recently as Head of HR at Haufe Akademie in Consulting and at Kienbaum as Head of Management Development. She is a lawyer, business mediator, business coach, and management consultant. For many years she appeared on television as a mediator and legal expert and was known for explaining complex issues in a simple way. Susanne Nickel teaches business mediation and leadership as a lecturer and studied dance at the renowned Folkwang University with Pina Bausch. As a speaker, she won the award for the best keynote at the GSA in 2016.

Workshops und Training

1) Innovative Leadership

- Transformational leadership and the agile leader
- New leadership concepts - all agile and digital or what?
- Ambidextry - the balancing act between stable and agile
- New leadership competencies - how does the change in mindset succeed?
- The big change: From the old to the new world. From change in the mindset to successful implementation
- Accelerating processes and inspiring people with co-creation
- Implementing change sustainably with creative tools (LSP, Design Thinking ...).

2) Change Management: How to make your changes successful

- Effective management in change - Sense of Urgency
- Managing the Uncertain - Your Hero's Journey
- Dealing with resistance - How to turn resistance into enthusiasm
- Psychology of change - What happens to your employees/managers and the company during change processes. Set the sails together in the wind of change and turn those affected into participants.
- Communication is everything and once is not once - from the communication plan to the implementation.

3) Recruiting and Employer Branding – Finding and retaining the right employees

- Strategies for an attractive employer brand with pull.
- Optimal design of touchpoints for your talent attraction. The way to the top performer.
- New ways in recruiting - how to stand out!
- The candidate is king, but will he also be a brand ambassador?

Top Executive Coaching

- Implementing change in companies, driving cultural change
- Change Communication
- Inspiring Teams
- Personal changes and challenges

Professional experience

- Since 2019 Susanne Nickel Company, Tegernsee Munich. Expert for Change 4.0. management consulting. Speaking. Top executive coaching. Author of four books.
- Since 2018 Kienbaum Management Consulting, Munich
Since 2019 Management Development Affiliate Manager
2018 - 2019 Division Manager Management Development.
- Six years Head of HR in consulting at Haufe Akademie.
- Just under 8 years as a lawyer and legal press officer at ADAC
- Consultant, coach, and trainer in the areas of organizational, team, and Leadership development, coaching and consulting of executives as well as at the management level. Topics: Implementation of new recruiting strategies and consulting to improve the candidate experience. Consulting for organizational changes. Support in communication processes and concepts.
- Author, lecturer at the University of Applied Management, trainer at various coaching and mediation training as well as examiner.
- Goal-oriented, structured, and solution-oriented approach, which leaves room for creativity. Many years of experience with leaders at all levels.
- Over 15 years of leadership experience (areas: consulting, service, advertising)
- Many years as press spokesperson as well as TV expert (topics: law, mediation, and communication)

Qualifications

- Certified Speaker course: Award for the best keynote at the German Speaker Association and Steinbeis University Berlin
- Innovative methods: Lego® Serious Play®, Scrum, Change Setter, and Design Thinking, INSIGHTS MDI®, Profiling Values
- Law studies, Ludwig-Maximilians University Munich
- M. A. Business Mediation. Master's thesis: Solution-Focused Mediation Grade: Very good at European University Viadrina, Berlin and Frankfurt (Oder)
- Train the Trainer at the IHK-Akademie, Munich/Westerham
- Training as a certified systemic coach and mental coach Ascoach, Academy for systemic and mental coaching, Cologne
- Provocative coaching, Frank Farrelly Munich
- Basic training mediator. Institute for transformative mediation, Munich.
- Training as a systemic consultant, PE and OE consulting at the Institute for systemic education, training, and research, Munich.
- Dance studies, Folkwang university Essen with Pina Bausch

Awards

- Top 100 Speaker 2017/2018 and 2019/2020 at Speakers Excellence
- Best Keynote by GSA University 2016
- European Consulting and Training Award 2015/2016 for my program Women in Leadership - fit for the future in cooperation with Tiziana Bruno and Haufe Akademie (short film see youtube: Frauen in Führung, Linde AG).

Publications (Selection)

- Nickel, S (2022) Remscheider Generalanzeiger. Emotions give impetus to change, 27.01.22
- Nickel, S. (2021) Yokoten Series. Leading at a distance
- Nickel, S. (2020) Süddeutsche Zeitung Chief issue creativity.
- Nickel, S. (2019) TZ Munich, Career plan for women.
- Nickel, S. (2019) Manager seminars, talent management as a business model
- Nickel, S. (2019) Handelsblatt, Companies need an emotional update
- Nickel, S. (2019) Co-Creative Tools. Change ment 04/2019, p. 24 ff.
- Nickel, S. (2019) Leadership Lego. The R&D Manager 03/2019, p. 46 ff.
- Nickel, S., Berndt Christian (2018) Let's change with innovative tools. Haufe Verlag
- Nickel, S. (2017) Achieving goals. From vision to reality. Haufe Verlag
- Nickel, S. (2017) HR strategy - your investment in the future Fokus Personalmanagement Issue 01/2017.
- Nickel, S. (2017) #Bridge builders: HR between tools and teams. Focus HR Development 09/2017
- Nickel, S. (2017) "Closer up!" Is the motto in employee search. Focus HR Management Issue 01/2017
- Nickel, S. (2016) Without conflicts we are dead. Strengthening well-resolved conflicts. Wirtschaft + Weiterbildung 02/2016.
- Nickel, S. (2015): Women in leadership at Linde AG. personalmagazin. 11/15.
- Nickel, S. (2015): Looking for Mrs. and Mr. Right - how to optimize your recruiting process. Fokus Personalentwicklung 03/2015.
- Nickel, S. (2015): 1. Win with rejections. 2. finally do what you want - branding as a career booster for HR and employees. Focus HR Development. 09/2015.
- Nickel, S. (2014): Leadership in change - Gender diversity in focus. Fokus Personalentwicklung. 03/2014.
- Nickel, S. (2013): The manager as a driver in the change process. Fokus Personalentwicklung. 03/2013.

References

ADAC e.V. Adesso AG, Agentur für Arbeit, Atos SE, Bayerischer Rundfunk, Bohle AG, Continental AG, Daimler AG, Grundy Light Entertainment GmbH, Haufe Group, H&D International Group, Infineon Technologies AG, Lekkerland GmbH & Co. KG, Linde AG, Lufthansa AG, Materna GmbH, Novartis AG, ORF 2, Osram AG, ProSiebenSat 1Digital GmbH, Siegwark Druckfarben AG & Co. KGaA, Sparkasse Frankfurt, Schwarz Group (Lidl), Toshiba Medical GmbH, Versicherungskammer Bayern, Walt Disney Europe, WMF AG.

Customer testimonials

"The highlight at Zukunft Personal 2019!"
Participant Zukunft Personal Stuttgart

"Susanne Nickel convinces in her participatory lecture with life change experience, practical examples - underpinned with a scientific approach. Impressive - an experience which our customers could take into their everyday life. Susanne Nickel motivates with creative approaches, which are suitable for everyday life - also for the daily changes in the work routine. Absolutely recommendable and lasting."

Petra Pilz | Division Manager SaaS fidelis. Personal Professional Services

"I really enjoyed the training with the topics "Negotiation, Crisis Communication, Employee Discussions and Conflict Management" with Susanne Nickel. Susanne Nickel showed us as a team and me very good practical assistance. On a scale of 1 - 10: Clear 10 and therefore one hundred percent recommendation"

Arne Klöfkorn | Management Board / Chief Operating Officer at Bohle AG

"Many thanks for your presentation, it was a key personal experience for me."
Filiz Zapf | Daimler AG

"Susanne Nickel succeeded very well in conveying to managers that employee appraisals are useful and can have a high benefit for the organization. Thank you very much for the excellent presentation."

Jürgen Faust | Managing Director Toshiba Medical Systems GmbH

"I perceived Susanne Nickel as a very likable, highly motivating, and inspiring trainer who can convey complex issues simply and understandably."

Thomas Wittfeld | Lead of Grocery & Discount MVG Disney Consumer Products & Retail
The Walt Disney Company GmbH

"Susanne Nickel was able to adapt very well to the group and tailor her coaching program to the needs of our executives. The feedback from the participants was consistently positive. Susanne Nickel is distinguished by many years of practical experience with leaders, subject matter expertise, and proven industry and company knowledge."

Herbert Bossinger | Mitglied der Geschäftsführung Baden-Württemberg international