



Susanne Nickel, M.A.

Speaker, Lawyer, Business Mediator,
Business Coach, Consultant.
Design Thinking. LSP,
Leadership Embodiment
Expert for Change Management

What makes me stand out?

- Sustainable influencer: keynotes & consulting projects for clients who really want to make a difference. Culture change to the "new world".
- Entrepreneur: entrepreneur and founder. Problem solver with high resilience.
- Relationship manager: Very good relationship management with customers. Sustainable customer penetration and lasting customer loyalty.
- Charismatic Leader: Highly enthusiastic and very motivating to tackle changes and cross borders (regarding own employees and in customer projects).
- Implementer: Hands-on mentality. Very good feedback in all customer projects without exception (consultant, trainer, coach, speaker)

Professional Practice

- Since 2019 **Company Susanne Nickel, Tegernsee, Munich**
Expert for Change 4.0. Management Consulting. Speaker.
Top executive coaching. Author of seven books.
- Since 2019 **Nickel & Keil Cooperation, Tegernsee, Vienna**
Change consulting and implementation. New Leadership Projects
- Since 2018 **Kienbaum Management Consultants, Munich**
Since 2019 Management Development, Affiliate Manager
2018 – 2019 Division Head Management Development
- Management Development for sustainable companies
 - Corporate Learning Consulting and Team Coaching
 - Change Development and Culture Development
 - Innovative management programs (development and implementation)
 - Development of innovative consulting fields and products
 - Management of internal consultants, project assistance & external consultants
 - C-Level Coaching and support for personal change
- Successes: Very good negotiation results with clients and cooperation partners, excellent client feedback as consultant, trainer, and coach in all completed projects with 100% recommendation. Further development of the internal Kienbaum Academy.*
- 2012 – 2018 **Haufe Academy Inhouse Training and Consulting GmbH, Munich**
Senior Consultant Leadership and since 2014 Head of Competence Center HR Management
- Consulting in the areas of leadership, strategy, and HR Management (Topics: Agile Management, New Recruiting strategies, Downsizing, Performance & Change Management)
 - Acquisition, negotiations, and autonomous implementation of customer projects also internationally (PE and OE measures: Acquisition, consulting, preparation of the offers and presentation to the customer – from the offer to the conclusion of the contract)
 - Conception and implementation of training and projects (analysis, consulting, conception, national and international executive development programs, talent programs, HR programs, project responsibility. Training: Leadership, Team, Soft Skills, Change Management, Outplacement / Mediation / Labor Law Coaching)
 - Trainer Consultant and Coach selection (fee negotiation, assignment planning, and project management)
 - Development of new consulting fields and products (e.g., Outplacement, Consulting for Downsizing, Agil Management, etc.)
 - Management of internal consultants, assistance, and external implementation partners
 - Keynote speaker and author in various media
 - Positioning of the Haufe Academy as a provider of classic and innovative HR topics

Successes: Exceeded sales targets by 20%, very good negotiation results with customers and cooperation partners, excellent customer feedback as consultant, trainer, and coach in all projects carried out, conception and implementation of innovative programs for talents, executives and managers, development and implementation of a coach pool.

2010 – 2012

FranklinCovey Leadership Institut GmbH, Munich

Manager & Consultant Leadership Development

- Acquisition and consulting for medium-sized and large companies in organizational and personnel development.
Training proposal preparation and presentation to clients (from proposal to implementation)
- Conception of training (FranklinCovey standard to customized)
- Coaching & consulting of executives and top management
- Consulting in labor and contract law issues

Successes: Speaker and trainer with very good feedback. Implementation and management of executive projects. Introduction of new training programs, Round Table Leadership, Great Leaders 2012 study.

2002 – 2010

ADAC e.V., Legal Head Office, Munich

Consumer protection officer, project manager, and press spokesperson

- Trainer for training and seminars (executives and employees)
- Speaker at congresses and lawyers' conferences
- Proactive media work, representation of ADAC on TV, radio, and press
- Quality management, customer acquisition
- Project management (increase of telephone quota etc.)
- Writing press releases and newsletters
- Organization and preparation of events
- Legal advice, contract review and drafting (contract law, employment law, consumer protection), and writing of legal information for lawyers and laypersons (ADAC member communications, brochures)

Successes: Increase media presence and visibility of ADAC. Press spokesperson in demand on TV. High awareness rate in consumer protection projects, project management: Internet Code (ADAC, mobile.de, autoscout.24, BMW).

2000 – 2002

McCoy Media AG, Advertising Agency, Munich

Consultant in the field of civil construction law, Head of the legal department

- Purchasing/sales – negotiations with partner agencies and clients
- Advising management on labor law and corporate law issues
- Drafting and legal review of contracts

1998 – 2000

Lawyers Müller and Colleagues, Munich

Freelance legal assistant in criminal and civil law

Education/ Training

- 10/2015 – 09/2016 **Steinbeis University Berlin, German Speakers Association**
Course Professional Speaking (Certificate Professional Speaker)
- 04/2010 – 10/2011 **European-University Viadrina, Berlin and Frankfurt (Oder)**
Master's degree in Communication and Mediation, M.A. degree
(Grade: Very good). Topic of master thesis: Solution-focused
mediation
- 09/2009 – 01/2010 **Institute for transformative Mediation, Munich**
Basic Training Mediator
- 2009 **IHK-Academy, Munich/Westerham**
Trainer training compact (Train the Trainer)
- 2009 – 2013 **SySt[®], Institute for systemic Training, Education and Research, Munich**
Training as a systemic consultant, PE and OE consulting
- 06/2008 – 04/2010 **Ascoach, Akademy for systemic and mental Coaching, Cologne**
Training as a certified systemic and mental coach
- 2001 – 2003 **Speech and moderation training, Munich**
Moderation education and training with Michael Rossié: Free
speaking, moderation of events, giving and conducting interviews
- 2000 / 2001 **Stays abroad: Murray & Associates Attorneys at Law, CA / NY**
Three-month elective internship during legal clerkship 2000 in San
Francisco as well as several months in the New York partner firm
2001
- 10/1998 – 10/2000 **Law, Munich**
Legal clerkship at the District Court of Munich |
Second state law examination (incl. labor and tax law)
- 04/1993 – 07/1998 **Ludwig-Maximilians University, Munich**
Study of law (Compulsory subject: labor law)
- 06/1989 **Rudolf-Steiner-School, Prien at Lake Chiemsee**
General higher education entrance qualification

Interests

Opera, the mountains & nature, hiking, skiing, White Ring,
Tegernsee.

Awards

European Consulting and Training Award for the designed and
implemented program: Women in Leadership at the Linde Group
German Speaker Association and Steinbeis University Berlin: Best
Keynote 2016

Customer testimonials

"The feedback from the participants was positive throughout. Susanne Nickel was able to adapt very well to the group and tailor her coaching program to the needs of the employees. Susanne Nickel is characterized by many years of practical experience with leaders at all levels as well as proven industry and company knowledge".

Herbert Bossinger
Member of the Management Board
Baden-Württemberg International

"Susanne Nickel succeeded very well in conveying to the 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 would like to thank Susanne Nickel for her successful work as a trainer in the further development of our experienced managers. She contributed significantly to the success of the seminar series with her experience, expertise, and charm. The feedback from the participants was excellent. Thank you very much."

Bettina Niedermaier
HR Business Partner
TÜV SÜD Autoservice GmbH

"I attended Susanne Nickel's presentation and I must say that I was incredibly enthusiastic. I have never experienced anyone so sympathetic and motivating. My very, very greatest respect!"

Julia Zeigl
Assistant to the Management
Bayernwerk AG

"Susanne Nickel's lecture inspired me and motivated me a lot. Thank you very much for the valuable impulses and the very good lecture."

Employee Corporate Data Protection
Daimler AG

"I came with resistance and left with motivation and joy. Thank you, Susanne Nickel"

Ulrich Sandner
TSC Manager | TÜV SÜD Autoservice GmbH