



Business Psychologist with 15+ years of professional expertise in working with multinational clients; specialized on Management Assessment, Business Coaching und Training of Leaders (Executives and C-Level), Organizational Development and Culture Transformation. (languages: English / German)  
 (Industries: Automotive / Engineering / Pharmaceutical / Fashion)

Personal Data  
 Psychologist (Diploma TU) / Business Administration (Bachelor DH)  
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**PROFESSIONAL CAREER**

- since 10/2022 **Nadja Wienand/Business Psychologist**  
 self-employed; freelance consultant  
 diverse industries with global focus
- 2020 – 2022 Head of Transformation and Culture,  
 Strategy Department  
 Automotive industry, global focus  
  
 TMOD Manager, HR  
 Automotive industry, global focus
- 2011 – 2020 Consultant  
 Management Assessment & Development  
 Consultancy with focus on business psychology  
 diverse industries with global focus
- 2008 – 2011 Manager Development & Training,  
 HR Department  
 Automotive industry, local focus
- 2003 – 2008 Studies of Psychology, Technical University Darmstadt  
 Focus: Business Psychology & Educational  
 Psychology, Diploma
- 2000 – 2003 Studies of Business Administration, DH Mannheim  
 Focus: Marketing & HR , Diploma/Bachelor Sc.

**CONSULTING OFFERS**

- Design und implementation of individual/group assessments  
 (selection / development formats)
  - Design of talent and leader development programs and interventions  
 e.g. trainings, workshops, learning bites with effective hybrid design  
 elements
  - Business coaching for leaders
  - Design of TMOD Concepts and Culture Transition Designs
  - HOGAN Assessment Debriefing, 360° Feedback
- Project Experience (regions: NAFTA, APAC, EMEA):**
- 1000+ Management Assessments (Individual/Group-Assessments for  
 selection and development of leaders), divers industries
  - Management Audit of 70+ leaders as development measure and base  
 for the collective leader´s development program design, automotive  
 industry
  - Development Coaching of a Top-Management Team, fashion industry
  - Development Assessments of a Top-Management Team, Shanghai  
 Automotive Industry
  - Business coaching and HOGAN Assessment Debriefings for Executives  
 to increase impact capabilities
  - Design and implementation of a strategic culture transformation for a  
 business unit with 8.000 + employees, automotive industry

**TOPICS of EXPERTISE**

- Integrative Skills
  - Emotional intelligence and impact capabilities
  - Sensitivity Coaching
  - Transformational Leadership
  - Assessment-, Training- and Culture Transition Designs
  - Future Skills & Future Learning
- Certificates:**
- HOGAN Assessment Certificate
  - DIN 33430 Certificate, German Industry Standard Certification  
 regarding job-related aptitude assessment
  - Coaching Certification, 1-year, German institute with DCV  
 accreditation
  - Career Coaching Certificate, WISL Germany
  - Train the Trainer Certificate, 2-year, TU Darmstadt, Germany
  - Member of the BDP (German Association of Psychologists)