



## Executive Coaching and Training Profile

Reavis Hilz-Ward

M.A. International Economics



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### Experience

Reavis Hilz-Ward is a highly experienced business leader and coach with many years of international experience. She currently coaches and trains Board Members and Top Managers of leading companies in Europe and the US, and regularly teaches at German universities and corporate universities. Ms. Hilz-Ward has worked in Europe, the Americas, Asia and Africa and speaks four languages. Some assignments include:

- Holding leadership development, culture change, organisational development, intercultural business success, team building, change management, conflict resolution and communications seminars in a large number of enterprises in a broad range of economic sectors, including at Board level
- Project and process management training and coaching for large industrial companies
- Coaching Board Members / Top managers of a large number of leading institutions in Western Europe and the US (including top banks and leading industrial companies)
- INTERPROJECTS GmbH International Consulting, with specialisation in management consulting. In addition to running the company, she leads teams on restructuring, process improvement and change management projects with large companies in Germany and abroad
- A sample of clients include the European Central Bank; Deutsche Post, Westfalen AG, Biotest AG; several Volksbanks, Hexagon Metrology, Deutsche Börse, Oliver Wyman Consulting, MarketAxess, Nord LB, Sanofi Aventis, Merck KGaA, Areva SA
- Lecturer/Professor in Corporate and Public Universities on Intercultural Business Management and effective business presentation
- Senior Management Strategy and Team Building Workshops in several companies
- Introducing KPIs and incentive schemes to the largest state retail bank in Vietnam
- Co-development of the products "Bank Training via Internet" and "Online Business Plan Coaching" including seminars on strategy and process management.

### Positions and Qualifications

- **INTERPROJECTS GmbH International Consulting, Frankfurt:** Manager/Owner.
- **GOPA-Consultants, Bad Homburg:** Head of Education and Training Division.
- **United Nations Development Programme:** Various positions in several different countries.
- **Africa Business and Economic Review, Washington D.C.:** Journalist.
- **Global Projects, Washington D.C.:** Adviser

*Johns Hopkins University School of Advanced International Studies, Washington D.C.: Master's Degree in International Economics.*

*Columbia University, New York: Bachelor's degrees in History and Political Science Graduated Phi Beta Kappa, Magna cum laude*

*Courses and further training:*

- People CMM
- Hogan Lead, MBTI certifications
- Mediation – Successful conflict resolution
- Systemic approach to organisational dev't
- Negotiation
- Train Trainer
- Intercultural ToT
- Rhetoric, Presentation skills
- Gestalt methods
- NPL, intuitive diagnostic
- "Soft skills" in Personnel Selection and Management
- Process management and development
- Networking and PR, Financial management, Controlling, Strategic Planning, Investment planning
- Various further seminars on management

*Languages: English, German, French, Portuguese, (basic) Russian.*

*Co-editor and publisher of the book "Risk Performance Management", Gabler Verlag, 2009*

*Textbook "Interkultureller Geschäftserfolg", Hochschule Aschaffenburg, 2015*



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I am by vocation and avocation a *performance optimiser*, meaning that I have a passion for helping people, organisations, teams and groups to achieve outstanding performance on a sustainable basis.

### About the person

I have led companies, divisions, departments, programmes and projects, working internationally with diverse, multinational, often virtual, teams, usually in highly challenging situations. In doing so I have acquired significant experience in leadership, management, strategy, structure, change management, organisational development, restructuring, process optimization, project management and other business issues. As a working mother of two (now adult) children, I have – in addition – dealt extensively with such issues as work-life-balance, team-building, conflicting priorities, and career development. I have always considered it essential to my coaching and training practices to continue to work in “the real world”, to maintain my intimate understanding of the issues leaders confront in their daily work. I have a coaching approach to my consulting and training, and a pragmatic and flexible approach to my coaching.

Coaching is as individual as each person and as special as each one. The majority of my clients have issues in the areas of

- taking on and mastering a new level/area of responsibility;
- dealing with a difficult person/team/boss/staff member/colleague/Board member/political constellation within or outside the organisation (or a combination of these);
- successfully overcoming a major disappointment;
- managing cultural issues (change management, organisational culture, etc.);
- finding a new direction or meaning in their life; career change and/or
- orienting themselves or their staff toward optimal success.

### Methods and approach

As *trainer*, I first define the specific, pressing needs for development and prepare tailor-made materials designed to address these needs. I have a range of courses and materials at hand, but believe that only bespoke training delivers outstanding and sustainable results.

As your *coach*, I provide you with a confidential, nurturing space to grow, change, learn more about yourself and others. I hold up a mirror for you to look into, challenge you to reflect on critical issues and support you when times are tough. My style is my own, developed over many years of experience, and drawing on a wide variety of methods that I have learned or encountered over the years. It includes elements of NLP, Systemic consulting, Gestalt, and many more.

Usually, coaching starts with an initial, gratis appointment in which coach and coachee get to know each other, exchange information, expectations and conditions, and perform a “chemistry check”. Once agreement on the main points has been reached, my coaching goes through three phases: in the initial phase (2-3 appointments) we generally examine the main issue(s) or challenges, your relationship to them (often using psychometric tools) and clearly define the coaching goals and indicators of success. During the second phase we work together toward attaining the goals in a sustainable way. And importantly, we jointly evaluate at mid-term and at the end how the coaching programme has gone, and the degree to which the goals have been attained.

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### Executive Coaching Process Outline

