

## Executive Coaching and Training Profile

### Reavis Hilz Ward

#### *M.A. International Relations*

#### 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:

- Coaching Board Members / Top managers of a large number of leading institutions in the financial services sector (including the European Central Bank, Deutsche Börse, Eurex, DZ Bank, Commerzbank and others)
- Facilitating Conflict-Management-Seminars in several banks and industrial companies, including Board level
- INTERPROJECTS GmbH International Consulting, with specialisation in financial services, regional development, management consulting. In addition to running the company, leading teams on restructuring and process improvement projects with large companies in Germany and abroad
- Holding Leadership Development, Culture Change, Change Management Seminars in a large number of enterprises, particularly in the banking, pharmaceutical and civil society sectors
- Lecturer at the Pforzheim University on Intercultural Business Management
- Lecturer in the Merck Corporate University on a variety of themes
- Co-development and Marketing of the product "Bank Training via Internet".
- Co-development and marketing of the product "Online Business Plan Coaching" including Seminars on Strategy Development.
- Regular work in Western and Eastern Europe, US and Asia

#### Positions and Qualifications

- **INTERPROJECTS GmbH, Frankfurt:** Manager/Owner.
- **Carpe Diem Consulting GmbH:** Partner
- **GOPA-Consultants, Bad Homburg:** Head of Education and Training Department.
- **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::*

- *"Soft skills" in Personnel Selection and Management*
- *Mediation – Successful conflict resolution*
- *Rhetoric*
- *Presentation skills*
- *Coaching*
- *Negotiation*
- *Train Trainer in intercultural seminars*
- *Networking and PR*
- *Financial management*
- *Controlling*
- *Strategic Planning*
- *Investment planning*
- *Various further Seminars on management*

*Mother tongue: English*

*German, French, Portuguese, Russian.*

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



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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 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 individual and as special as each. 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 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 finally, 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. A diagram showing a typical coaching process is attached overleaf.

During a typical coaching session (usually 2 hours), we discuss the “homework” agreed to in the previous session, issues that have arisen since the previous session and/or current challenges related to our work, and I usually bring some materials, exercises or points for reflection to be discussed as well.

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 results.



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### Executive Coaching Process Outline

