

## Coach Profile



ERFOLG DURCH®  
BETEILIGUNG

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**MBA, Dipl.-Ing.(FH) Reinhold Poensgen**  
Poensgen. Success through participation

Dvct Member since: 01.07.2012  
Active as a Coach Since: 2011

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### Description

As a coach, I support you when it comes to professional and private concerns. By doing that quality and professionalism is in the foreground so that you can develop good and effective solutions. My sound Coaching Training at a well-known educational institution as well as the certification with dvct underline this attitude.

As a result of the longstanding work in change projects, I know the problems and concerns of executives, business managers. With this background and a pragmatic and solution-oriented approach, I am at your disposal as a coach and sparring partner.

### Professional experience

- Organizational consulting in the fields of strategy, culture & team development
- Leading transformation projects & change management
- Process optimization and lean management
- Technology consulting and cooperation management
- Process and IT consulting in the technology and automotive sectors
- Semiconductor development in research and industrial companies
- Experience abroad, including 3-year stay in South Africa

### Education and Training

- Studying Electrical Engineering at the University of Applied Sciences Darmstadt/Dieburg
- MBA studies at the Business School of the Witwatersrand in Johannesburg, South Africa
- Training Business Mediator (BMWA certification )
- Training Systemic business coach (dvct certification)
- Large group facilitation, standard procedures and own developments
- Several Training Courses and Trainings on leadership development, project management, contract law, business psychology and organizational development

### Memberships

- Dvct (German Association for Coaching and Training e.V.)
- BMWA (Federal Association of mediation in the economy and the world of work, e.V.)
- Association of German Engineers (VDI)

### Industries

- Research/Science
- Automotive Engineering
- Business Consulting
- Administration/Authority
- IT/new media

### Focal Points

- Leadership and Management
- Transformation and digitization
- Strategy and visions
- Business Succession
- Conflicts and crises

### Target groups

- Executive Board
- Head of Department
- Team/ group management
- Private individuals