

Profile Pascale Pouzet

French, year 1969

My guiding principles:

- Diversity is a chance
- Respect, authenticity, humor
- Personal development
- „Both A and B“ way of thinking



Education

- Diplôme d'ingénieur, Chimie ParisTech, Paris
- PhD in organic chemistry, Paris
- Training in systemic coaching and change facilitation, Armin Rohm, Training & Consulting – accredited from the German coaching federation (DBVC)
- Training in change facilitation at ComTeam AG Academy & Consulting
- Training in „non-violent communication“ after Marshall B. Rosenberg, Christian Peters, Agentur für Teamentwicklung
- Licensed consultant for the use of the Power Potential Profile® - a multidimensional and fast-acting analysis of potentials based on 3 elements: personality structure based on C.G. Jung, own attitude to one's professional role and competencies for leadership
- Trainings in career coaching, effective decision making processes, emotional awareness and mediation in organisations.
- Training in team coaching, IFOD, Paris
- Licensed consultant for the use of the Intercultural Preference Tool®, cultural preferences, and the Inventory for Intercultural Development®, competences in a cross-cultural environment

Work experience

- Since 2010 self-employed as a coach and change facilitator
- Lab and project leader at Boehringer Ingelheim Pharma GmbH & Co KG
- Postdoctoral position at the Max-Planck-Institut für Kohlenforschung (Mülheim/Ruhr)
- Postdoctoral position at the Pittsburgh University (USA)

- Professional focus
- Trainings
 - Developing leadership skills
 - Learning to lead, communicate and cooperate more effectively based on the personality types (Jungian Personality Profile)
 - Manage intercultural conflicts
 - Intercultural teamwork
 - Introduction to co-development
 - Personal coaching for managers and experts, specifically
 - leading individuals, teams and projects
 - preparing for expatriation
 - dealing effectively with diversity (different cultures and personalities) in leadership, communication and teamwork
 - dealing effectively with change
 - planning and developing career
 - Team coaching and team processes facilitation
 - Workshop- hosting

- Sectors
- Pharma
 - Research & Development
 - health care
 - schools
 - non-profit organisations

- Additional qualifications
- International experience in Germany, the USA and West Africa

- Languages
- French: native language
 - German: fluent (oral and written)
 - English: business fluent (oral and written)

What I strive to achieve in my work:

- That people feel accepted the way they are with their personality, their way of thinking and behaviour together with their needs and concerns.
- That others develop a deeper understanding for their diversity and for the potential that lies in it.
- That bridges can be built between individuals from different cultures and different origins.
- That my clients feel empowered and well-prepared to be able to assume responsibility for their actions, emotions and needs.
- That people can work together more effectively.