

Facilitator CV Hendrik Backerra



Qualifications

While Hendrik completed his studies in Industrial Engineering (TU Berlin), he discovered his passion for the personal side of change. He continuously deepens his knowledge of human development through numerous intensive coaching educations e.g. Barrett Level 2, NLP Master, Newfield Network (ontological coaching), Gita Bellin (Transformation), Spiral Dynamics, The Leadership Circle. This gives him the ability to react flexibly and professionally to coachees' needs. His passion lies in assisting others to discover their untapped leadership potential and develop impactful new behaviours which create game changing shifts and significant performance enhancements in their respective fields. He has published four books in the field of self motivation and creativity.

Since 2000 he has been a member of the International Coach Federation (ICF) and led the Chapter of Berlin 2004-2005.

Career Resume

From 1996 to 2000 – started his career as an Engagement Manger and Project Manger for IBM Global Services. He was involved as change agent in the major structural/cultural transformation IBM Global Services was going through at that time

From 2000-2006 – as franchisee of Door-Training and later as an independent Facilitator and Coach for sales and negotiation, Hendrik worked worldwide for several clients e.g. IBM Global Sales School, Iveco, Sarah Lee, Sony

From 2006-2010 – joined McKinsey Mindset & Capability Group as expert for organisational development and served several international clients in the cultural transformation journey and capability building initiatives

Now - runs his own consulting company for cultural transformation and top-team development. He also continues to work as a facilitator and consultant with McKinsey and other transformational facilitation networks (eg. Asters.com)

Project Examples

Hendrik lives his passion to enable individuals and teams to tap into their flow-zone in workshops, team facilitation and leadership coaching. He combines the aspect of deep mindset shifts (transformation) with practical capability building, e.g. sales and sales management- He has designed and facilitated 400 plus events globally with up to 150 participants covering leadership, cross-functional and project teams and multinational groups. He develops culture-change-agents as well as top-Team-managers. His coaching approach takes into account the challenges the coachee faces in his business context holistically, combining the hard elements of an organisation (structure, systems) with the context (clients, markets) and linking these to their mindset and capability development needs. He frequently leads cultural change programmes for a banking institute as well as for chemical multinational and designed and led a top-team development process for a consumer goods company.

International Background and Experience

Hendrik is a German, based in Berlin. Throughout his career, he has worked in countries worldwide for large and small organisations.

Key Clients

He works continuously with a range of organisations, including several global banks, industry multinationals and service organisations. Recent clients have included PWC, Commerzbank, ESM, Vattenfall, Sonae Industria (culture change), several McKinsey clients and McKinsey as an organisation.

Language and Other Skills

Hendrik speaks fluent English and German

Publications

