



Consultant profile

Anne-Cécile Graber

initio: award-winning work

31 experienced senior consultants

Experience and successful delivery across hundreds of assignments in strategy, change, leadership and corporate culture.

More than 290 years of consulting experience across the team.

Nine locations in Germany and Switzerland: Hamburg, Berlin, Düsseldorf, Cologne, Frankfurt, Dresden, Stuttgart, Zurich and Munich.

Initial consultations are free.

Consistently the best results, even in challenging situations.

Awards: DIE WELT Top Berater and Bester Berater; TOP CONSULTANT 2018 and 2020.

References (selection): E.ON, AOK, Volkswagen, Melitta, Stiftung Warentest, Sparkasse, Deutsches Rotes Kreuz, SAP.

Consultant profile

Name	Anne-Cécile Graber
Year of birth	1988
Nationality	French
Academic qualification	Master's studies
Occupation	Change and organisational consultant, facilitator, trainer, coach

Areas of expertise

- Process support / change facilitation
- Mission statement and values development
- Designing and facilitating workshops and large group events
- Individual support through change (coaching for managers and emerging leaders)
- Leadership development
- Team development
- Training: change management, leadership development

Projects (selection)

- Supporting change during restructuring (energy, pharmaceuticals, retail)

- Facilitating hackathons, strategy conferences and entrepreneurship programmes (project management organisations, retail)
- Leadership development (energy sector; automotive industry)
- Team development (ministry, healthcare)
- Strategy development / future direction (IT consultancy; food sector)
- Values and mission statement development (start-ups, construction industry, retail)
- Conflict management training for young managers (retail)
- Leadership training for managing directors, future managers, team leaders, department heads and HR managers (public administration, higher education, pharmaceuticals)
- Coaching managers in Germany and France (retail)
- University teaching (intercultural communication)
- Recording a podcast about feedback culture (clothing industry)

Guiding thought

"When making decisions that set the future direction, the question is not what it costs to have a discussion, but what it costs not to have one."

Reference organisations / sector experience

- FLÜWO, Fressnapf, NOVASEP, Volkswagen, EnBW, Netze BW, Lacoste, IFM, Valoris Concept, Kannelle
- HEC Paris, IFP School, Hochschule für Wirtschaft und Umwelt
- Sing&ami, Bundesamt für Familie und zivilgesellschaftliche Aufgaben, Emploi Allemagne

Further training

- Insights Discovery Practitioner
- NLP Master, Institut für Persönlichkeitsentwicklung
- NLP Practitioner, Institut für Persönlichkeitsentwicklung
- Train the Trainer (IHK certification), Verein für Förderung der Berufsbildung e.V.
- The science of wellbeing, Yale University, distance learning
- Systemic coaching, Blauraum, Stuttgart
- Systemic facilitator, Akademie für systemische Moderation, Weinsberg
- Human Centred Design, Acumen Fund, Inc., distance learning
- Professional Scrum Master I, Scrum.org, distance learning

Education

- Master of Arts in Organizational Sciences, The George Washington University, USA
- Bachelor of Arts in Information Systems Management, London South Bank University, UK
- Bachelor of Arts in international business administration, Y School, France

Working languages

- German / English / French

Practice and projects: FLÜWO

Client FLÜWO

Period September 2021 to the present

Project Supporting the new executive board

Role Specialist and process consulting, and facilitation

- Supporting an executive board in introducing a strategy to improve internal processes and promote operational excellence
- Designing team development workshops
- Running workshops (mission statement, values, communication, collaboration, understanding of leadership)
- Documenting results
- Iterative rounds with senior management

Practice and projects: Fressnapf

Client Fressnapf

Period May 2022 to the present

Project Internal restructuring at European level

Role Change facilitator

- Designing tailored training and workshops following an analysis of the situation
- Facilitating workshops and training (change management, change story, process optimisation, involving employees)
- Coaching managers

Practice and projects: Lacoste

Client Lacoste

Period May 2021 - September 2021

Project Recording a podcast for internal training

Role Podcaster

- Advising on the use of podcasts for further training
- Recording a series of podcasts to launch an international education programme
- Creating quizzes