

Vanessa Englert

Organisation Development
Research
Yoga

New Organising Organisational Development BU and company-wide, e.g. M&A change facilitation, strategy processes. Leadership Coaching on Enabling Leadership. Team development incl. facilitation of mindset change. Decision-making in self-organised teams. Remote collaboration, creativity, feedback, workshop facilitation

Agile Lead in Agile Pilots from planning to roll-out. Training & Coaching Agile Mindset, Scrum, Kanban and Objective & Key Results (OKRs) in IT & non-IT



“Co-creation and enablement are my focus, always aiming to **help my clients help themselves**.

Together, we explore how to combine systemic organisational development and Agile – across various industries and states of 'digital-readiness'. **Optionally**, we use different mind-body as well as communication techniques to **work consciously**, and to get good results in a sustainable way.”

Certificates Systemic Organisation Consultant (WIBK), Scrum Master, Product Owner (Scrum Alliance), Kanban Professional (LKU), Trainings in adult education

PREVIOUS EXPERIENCES & EDUCATION (EXCERPT)

99 Facets of Agile. Senior Agile Coach

Agile Coach in company-wide Agile Transformation, e-commerce. Customised design and execution of Agile Training in automobile

McKinsey & Company, Inc. Consultant & Agile Coach

- Agile Expert in various project settings such as Agile Pilot, Agile Transformation, Agile Strategy Support, Agile Coaching. Implementation of new organisational models, integration of existing and agile ways of working / units
- Digital Product Development, enabling cross-functional teams from product idea to MVP cut. User Research and User Testing.
- Additional specific project experiences: Agile Portfolio Planning non-IT. Agile Transformation Strategy support in banking. Lead in Agile Transformation (two teams) in public sector. Lead in Agile Pilot banking, East Africa. Lead in Agile Pilot of four teams incl. roll-out in Spain, media and communications industries.

Leanovate GmbH. Agile Coach

- Design, execution and evaluation of trainings and workshops of agile methods and frameworks (Retrospective, Scrum Basics, Kanban Basics, OKR)
- Additional specific project experiences: Delivering Scrum events and artefacts. PO Support: customer metric driven decision-making, Backlog revision, user story writing, product vision workshops, from ideas to Roadmap. Kanban implementation in non-it and e-learning industries. Organisational Analysis to determine the level of agility & decision-making patterns in SaaS

M.A. Business Consulting, University of Applied Sciences Harz
B.A. Southern Oregon University, USA & HTW Saarland

About



I am passionate about *being*. Simply arriving at yourself and being in the here-and-now. Everywhere. Even at work, with colleagues!

My journey in the life philosophy of Yoga has brought me to this passion. The results with my clients – individual satisfaction, the right and good results, connectedness in the team – encourage me on my way to create space for conscious being at work.

When I am not with you, I am creating on my substack, discovering what it means to be human through painting, sounding and thinking.

<https://vanessaonbeinghuman.substack.com/>.

Working Consciously

Things to know about the mode of collaboration, which I invite to

What is *working consciously*? A way of working that serves as an alternative to the efficiency-maximizing, deficit-oriented and hyper-individualized of our prevailing working environment.

Why work consciously? By working consciously, we can explicitly take care of ourselves and the relationship in which we create the work.

We can learn to take responsibility for the process, which is necessary for self-organisation.

The quality of the work results can be increased.

Do we have to work consciously? All things optional, you shape our cooperation in terms of how much and when to apply this way of working.

THESE PRINCIPLES GUIDE US

First being, then doing

Being fully present, in the moment and for each other, is the best base for a pleasant experience and quality results.

Relativity of the intellect

We are more than thinkers! Everything of you, in a responsible way, has a place at work and can enrich it.

You. I. We.

Each of us is responsible for our own inner experience and at the same time for what emerges when we come together. Being productive and getting to know yourself via interaction.

THESE PRACTICES ENACT THEM

Mind and body work - to be fully present

We are brain-workers. With a clear head, we work better. Being fully present through breathing exercises, mental practices or movement.

Thinking Circle - A method for conscious busyness (meetings)

With approaches such as deep listening, intentional speaking and individual ownership of one's own reactions, dialog & Thinking Circle strengthen the community and responsibility of each individual. Meeting structures that relativize hierarchy as well as create awareness of the common center and togetherness contribute directly to taking on process ownership and to learning to self-organise.

Creativity techniques, agile methods, Design Thinking

In this way, we give all thinking, feeling, perceiving a place in the workshop or in the process, in order to come to an implementable, good result.

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