

# FRAUKE CHRISTIANSEN



**Frank, Clear  
Formative, Creative  
Fresh, Charismatic**

## **Ambition**

Frauke Christiansen's ambition is to enhance the courage and capability to change – on an organisational and individual level. Intense listening, clarification of needs and development of the desired target state are essential first steps at the assignment start – avoiding clients jumping on organizational hype simply because everyone else does. Frauke's clients appreciate her analytical and structured, yet innovative approaches, paired with empathy and trust: **Frank and Clear – Formative and Creative – Fresh and Charismatic**

## **Expertise**

Frauke's fields of expertise are organizational development, effective leadership, developing high performance teams and change management. Frauke is passionate about the „new working world“, how it will impact people and what it means to collaborate with robots/cobots in so called „hybrid teams“ in the era of Industry 4.0.

## **Advice**

Frauke passionately believes that consulting begins with sensing intent, knowing context and people, framing insights and exploring new concepts and targets – not with ready-made concepts. Running organizational assessments and designing respective change programs has been Frauke's home turf for the past two decades. Typical projects include:

- Organization performance assessment, e.g. following the EFQM Excellence model, for the whole organization or special topics such as strategy implementation or digitization readiness
- Design and execution of large change programs
- Team Building and Team Development with a focus on understanding team dynamics and identifying and appreciating diversity in a team
- Helping virtual or self-organizing teams to be more effective
- Developing vision, mission, and desired target picture for teams, using innovative formats for one or more teams, like e.g. “future conference” or “world café”
- Her special focus is on how teams become „high performing“, establish trust and reliability faster, support each other in achieving a joint target, communicate openly and manage conflicts effectively

## Coaching / Conflict resolution

Communication patterns, cultural beliefs and individual perceptions also often define the quality of the relationships within an organization. Business Mediation as a defined process in conflict resolution helps to establish and maintain successful working relationships and is a proven method to resolve conflicts between two (or more parties) with the support of a neutral third.

On an individual level, Frauke offers coaching and reflexion on topics such as:

- Taking over new responsibilities in an organization (“The first 100 days”)
- Performance Coaching
- Personal values and the way forward

## Keynote

Eloquent, vivid, humorous, yet structured and to the point: this is Frauke when speaking in public. A detailed briefing and a thorough preparation ensure that the speech exceeds the information and expectation of the audience. Example topics include:

- New working world, collaborating with robots and the “Tamagotchi effect”
- Organizational fitness and why agility is not the answer to everything
- High Performance Teams in business
- The power of good listening or: why the use of social media doesn’t improve our communication skills
- How to lead (as) a millennial

## About Frauke

Frauke graduated with a Masters in Business Administration from Universities in Germany and France and launched her career in financial services. She became one of the youngest leaders as Head of Business Excellence for a large Swedish Bank before joining an international consulting company in 2002, becoming the first female associate partner in 2006. Further stages in management consulting culminated in the launch of her own advisory business in 2010.

To more than 20 years of business experience in industry and management consulting with clients ranging from large multi-national corporations to SME’s and NGO’s, Frauke has added further qualifications as a certified management coach (UK and Germany, programs accredited by the International Coach Federation) and a business mediator, trained and certified by the Chamber of Commerce (IHK), Frankfurt. Given her international footprint, Frauke works in German, English, and French.

## Clients

Frauke has been working with large multi-national corporations, SME’s and NGO’s in Europe, Asia, the U.S. and in the U.A.E. in various industries. You would like to know more? Please contact Frauke directly.

## Contact

Diplom-Kauffrau Frauke Christiansen  
Burgallee 15  
D – 61231 Bad Nauheim  
Mobile: +49 173 547 3268  
E-Mail: frauke@christiansen.company  
Web: www.frauke@christiansen.company