

// Dr. Claire Buhl

COACHING . CONSULTING



// Facilitating change -
empowering people
and organizations

MAIN FOCUS

- Executive and specialist coaching
- Team- and leadership development
- Supporting change processes
- Organizational and cultural development

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MY APPROACH

In a trusting collaboration, I support my clients in facing difficult truths, discovering their own resources, and finding new ways of thinking and acting.

I believe that sustainable change can only occur if it is driven and shaped by the individuals involved, whether at an individual, team or organizational level. To initiate this development process, I use methods that actively draw on experiences and perceptions.

My approach is systemic and open to what is visible and tangible in the moment. My work is grounded in a love for life and humanity in all its facets.

PROFILE

- Born in 1976, German-French citizen, grew up in Portugal. Working languages: German and English.
- Master and PhD in psychology (graduate research on systemic team consulting) and licensed alternative practitioner for psychotherapy.
- Extensive further training in systemic counselling, coaching, process work, competence diagnostics and development, psychodrama, constellation work, and phenomenological counselling.
- Over 20 years of consulting experience – in private practice, as a business analyst at Kienbaum Management Consultants, and as an HR consultant at the Institute for Industrial Engineering at RWTH Aachen University.
- In-depth in-house experience in executive and organizational development – including at Lufthansa Technik AG and in setting up HR development at Schubert Holding AG & Co. KG.
- Entrepreneurial practice through founding, managing and selling the start-up www.ohlala-boutique.de.
- Lecturer in business psychology at Euro FH Hamburg, RWTH Aachen University, Fresenius University of Applied Sciences Hamburg, and C3L Oldenburg.

PROJECT EXAMPLES

- Organizational development process to realign leadership in collaboration with Lufthansa Technik's top management (reaching 1,600 executives).
- Designing work environments that foster self-management for teams in six different companies in a bottom-up approach (58 individual coaching sessions and 22 workshop days).
- Supporting and maximising the probability of success of change projects focused on cultural development in four medium-sized companies by providing consultancy services to project leaders regarding change management.
- Supporting several European aviation companies in adapting their HR development instruments in preparation for demographic change.
- Delivering 'train the trainer' programmes to freelance trainers, equipping them with the skills to deliver the qualification concept as part of the training of 300 demographic consultants in North Rhine-Westphalia.
- Comprehensive consulting experience in start-ups, medium-sized companies and large corporations across various industries — Please feel free to ask me for references.