

Effective Performance Management?  
 Maintaining employees' productivity  
 during change?  
 How to recognize talent?



For the past 12 years I have been working as a consultant in Europe and the US, focusing on Talent- and Change Management. My client engagements – universities, organizations and private individuals – are based on trust and readiness for change.

#### Viola K. Kraus (Skepeneit)

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#### NEW – Consulting 4.0 – tandem project work with Isabelle Wiegand (<http://de.linkedin.com/in/isabelle-wiegand-7683888a>)

Consulting projects while being a parent can be a stretch – Isabelle and I collaborate on large consulting projects to provide 100% availability, always being in synch about the actual project work and the client while using digitalized work platforms.

See what our clients have to say: <http://www.talenteq.de/referenzen.html>

#### For any client engagement, my work ethic is based on the following three principles

- being solution focused
- integrity
- professionalism

My clients come from different areas and industries; sometimes I cooperate with other consulting partners.

#### Project Examples

- BMW – workshop facilitation
- Triumph Universa AG – global restructuring – Org Design  
 (Consulting 4.0 with I. Wiegand)
- OSRAM AG – global communication strategy development  
 (Consulting 4.0 with I. Wiegand)
- Euler Hermes Credit Insurance – global implementation of an eRecruiting tool
- Youniq AG & Corestate Capital – Employee Selection – Executive Level
- Assessment and Development Centers – with CEB SHL

#### Examples Training & Career Counseling

- LMU – Professional Development for staff and students  
 Career Development & Application Training, Communication and Conflict Management, Teamwork Development
- Private clients – Job Application Training and Career Development



Intercultural knowledge – not just a buzz word, the global job market challenges us, we need intercultural competencies. How do we best apply IQ and EQ?

#### Adjunct Teaching Positions:

- LMU – *Talent and Change Management (Bachelor)*
- PH Freiburg – *Organisational Psychology (Master)*

#### Cooperations

- Carpe Verba GmbH
- Columbia Leadership Group – USA
- Invenio GmbH
- Sprachraum e.G.

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My international education and previous employers have shaped my intercultural experience and expertise.

#### Education

- MA Organizational Psychology; Conflict Management  
*Columbia University New York (2006)*
- BSc (honors) Psychology – *TVU, London (2003)*

#### Professional Development

- Certified OPQ (SHL Occupational Personality Questionnaire) Consultant – CEB, Germany
- Career Coaching – Chartered Institute for Personnel and Development (CIPD), GB
- "Systemische Weiterbildung" – IFW, Germany
- Leaders as Conflict Managers – IHK, Germany
- Organisation Design and Strategic Change Management – Deloitte, USA
- Mediator, New York State certified – USA

#### Employers (2003 – 2010)

- Deloitte Consulting, New York & Frankfurt am Main  
*Human Capital Consultant – Change Management, Talent Strategie Development and Organisation Design, Recruiting*
- Barilla, Italy  
*HR Department – Onboarding and Corporate University Curriculum*
- Mercer, London & Frankfurt am Main  
*Global Information Services - Compensation Studies*