

SYLVIA BAITINGER

Executive Coach & Facilitator

Baitinger Coaching & Consulting

Languages: English, German
Location: Germany/Global
Delivery: Virtual and face-to-face
Coaching Experience: since 2013



Sylvia is a versatile Executive Coach and Consultant with more than 20 years of diverse experiences in various global HR management and expert positions in large enterprises. She has an excellent understanding of leadership, transformation processes, collaboration and business communication in a global context with a solid experience in global program design, consulting on top management level and in coaching executives from different industries and cultures.

As a certified business coach Sylvia supports and enables the development of executives and senior professionals across a broad range of business topics and other individual challenges. Her experience with the complexity of the global workplace in large organisations enables her to engage and connect with the challenges leaders are facing in business today. With a collaborative and solution-focused approach, Sylvia helps individuals and teams find clarity about their vision based on their values, address their (development) challenges and to achieve their defined goals. She is passionate about supporting her clients in the process of better understanding their own purpose and in discovering ways to experience more joy and meaning in work and life.

Sylvia has a long track record in designing large-scale global leadership and change programs and delivering a high-quality services to her clients. In former roles she was responsible for the design and implementation of a corporate leadership development portfolio in a global telecommunications DAX company for thousands of leaders worldwide, she led a Change Management team in an IT-Company to drive cultural transformation processes in more than 20 countries and she has many years of experience in leading large international HR Projects related to Leadership, Talent Management and Change Management.

Active in the field of Leadership Development and Business Coaching since 2012, she is a certified Business Coach and has degrees in Psychology and Business Administration. She is fluent in German, English and has a conversational command of French.

PROFESSIONAL BACKGROUND

2017 – Present: CEO, Executive Coach & Facilitator at Baitinger Coaching&Consulting
2012 – Present: Career Coaching at European School of Management & Technology (esmt)
2012 – 2016: Global Senior Manager Corporate Leadership Development at Deutsche Telekom AG
2009 – 2011: Head of Change Management at T-Systems International
2007 – 2009: Senior HR Development & Change Expert at T-Systems International
2002 – 2006: Senior Expert in Management & Personnel Development at T-Systems International
2000 – 2002: Expert in HR Marketing & Recruiting at debis Systemhaus
1995 – 2000: Junior Expert in HR Recruiting at Hewlett Packard GmbH

SELECTED PREVIOUS LEADERSHIP COACHING ASSIGNMENTS

- Executive Coaching for a Senior Manager of a BIG 4 consulting company (Europe)
- Coaching Programs with Executive MBA Candidates for various Business Schools, (Germany/Global)
- Team Development Workshop with a Start Up Company, Tech (Germany)
- Leadership Assessments in a large humanitarian organization, Global
- Transition Coaching to prepare a team leader for an Executive position, Large Energy Company
- Global Sales Director coaching on new career perspectives, Global Tech organization
- Board Consulting in cultural transformation process, Real Estate Bank (Germany)
- Coaching for a Chief Financial Officer to professionally prepare new role and support during onboarding phase, Start Up organization (Germany)
- Coaching for global Executive MBA & MBA students from across the world with regard to career transitions and intercultural competency, International Business School (global)
- Outplacement coaching for a Senior Project Manager, Global Education Institution (Germany)
- Global Leaders' program around "Digital Transformation & Leadership" -coaching for top talents, IT-Industry, global

CERTIFICATIONS/QUALIFICATIONS

- Certified Coach by dvct (Deutscher Verband für Coaching&Training)
- Professional Certificate in Coaching, Henley Business School (UK)
- Systemic Business Coach, Coaching Individual Institute (Germany)
- Certified in Logotherapy & Existential Analysis (Viktor Frankl), Logotherapy Institute Tuebingen (Germany)
- Professional Certificate in Change Management, Henley Business School (UK)
- Change Facilitation Program, Kommunikationslotsen (Germany)
- Various global leadership programs at European School of Management & Technology (Germany), Henley Business School (UK) and Coverdale (Germany)

Certified in the following psychometric tools:

- Hogan LEAD, 3Minutes Mile, UK
- Leader Versatility Index (LVI), 3Minutes Mile (UK)
- Myers-Briggs Type Indicator (MBTI®), The Myer-Briggs Company (UK/Germany)
- The 360° Booth Company's "Task Cycle Assessments" (US)
- Team Trust Indicator (TTI), WorldWork (UK)