



## Consulting Profile

**Rudolf Hövermann**

Psychologist

### Studies / Training / Further Education

Psychology studies in Hamburg  
Training in systemic consulting in organizations  
Training as a systemic coach and process supervisor  
Training in Neurolinguistic Programming (NLP-Practitioner)  
LIFO® - Analyst  
License as wingwave® coach  
Magic Words Trainer  
Business coach for systemic short-term concepts  
Licensed TOP EOS consultant - development-oriented personality diagnosis, potential analysis and consulting  
EFQM Assessor  
Certified instructor for progressive muscle relaxation according to. §20 SGB V  
Certified Stress Management Trainer  
Licensed Lumina Learning Practitioner (Lumina Learning Global)

### Professional development

Since 1992 freelance management consultant, trainer and coach  
2014 - 2016 Branch Manager of TOP Business GmbH in Hamburg  
1987 - 2009 Lectureships in consulting and training at the University of Hamburg and Lüneburg  
1989 - 1992 Project manager for personnel development and training at the Institut für Gruppenforschung und Ausbildung GmbH, Hamburg  
1988 - 1989 Personnel consultant at LINTAS advertising agency, Hamburg  
1987 - 1988 Training in the field of education and training at Philips GmbH, Hamburg

### Fields of competence

Leadership: Leadership as a coach, leadership quality in the organization, leadership and management of the company.  
Personality, resilience, leadership and health prevention  
Change management: Design and support of change processes  
Vision and strategy development  
Communication and conflict management  
Individual, group and team coaching  
wingwave® coaching  
Development oriented personality counselling, diagnostics and potential analysis

### Languages

German and English