



Bettina Hirth

Psychologist

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Senior Expertise

Coaching • Assessment
Leadership Development •
Counselling

I am an independent consultant, coach and psychologist based in Frankfurt (Germany) **focusing on how to help people to unleash their full potential** in a systemic and solution-oriented way.

I am offering my services in **German, Italian, English and Spanish** to **organizations, consultancy firms and private people**.

In demanding and continuously changing times I want to **encourage and to challenge people to take charge of and actively shape their lives**. Often it needs just a **catalyst** for the next development steps. **This is me**.

I draw from **25 years of international and cross-industry experience** in talent management, leadership development, assessment, and coaching. 15 years thereof mainly in Italy as **management consultant** and 10 years covering several **leadership positions** within an American corporate and a German global bank.

I held a **teaching assignment for Systemic Coaching** at the Psychology School of Fresenius University in Wiesbaden (Germany) and as Chapter host I am an

active **member of the International Coaching Federation (ICF)**.

Interventions that bring people and organizations to success

Tailor-made and high-quality consultancy for managers and leaders at all levels

- Anamnesis: Initial situation, needs and expected outcomes
- Intervention scenarios: Options and alternatives
- Guidance in the decision-making process
- Conception and implementation
- Transfer and evaluation of the initiative

I am keen to ensure that initiatives are well embedded into the corporate culture and the already existing organisational landscape.

Leadership Development

Instructional design and delivery of trainings and workshops

- Focus on specific needs in everyday business life
- Practice, practice, practice - high amount of exercises
- Strength-oriented learning and hands-on learning transfer
- Wide variety of methods

Assessment

Development and implementation of assessment procedures, content and methods based on organizational requirements. I also join your teams as lead assessor in assessment and development projects and support in diagnostics, evaluation, feedback, and development planning.

Coaching

Based on a blended approach that draws from Solution Focus, Systemic and Gestalt Coaching. The Coachee is supported in a protected space in gaining clarity, increasing levels of energy, expanding competences, extending perspectives and in trying out new approaches to solutions. As a **Professional Certified Coach (PCC ICF)**, I am guided by the ICF Code of Ethics and Core Competencies.



Education and Qualifications

- Msc. in Organisational Psychology, Padua University (I)
- Business Coaching (PCC-level) Solution Focused
- Gestalt counselor
- Behavioral Event Interview (BEI)
- Autobiographic Writing (Ducio Demetrio)

Certificates and Licenses

Diagnostic

- Hogan Assessment (HPI, HDS, MVPI)
- Complete Values Profile (CVP)
- Agile Leader Assessment (HAVE-model)
- Mercer Assessment of Potential (MAP)
- LVI 360° and LTPS 360° Feedback

Training

- Leadership Through People Skills
- Management Essentials
- Leading Change and Change Workshop