

Isabelle Demangeat

Personal Profile

Intercultural Consultant with extensive experience in Cross-Cultural-Processes

Leadership Consultant with focus on Top and Middle Management

Coach for International / European interacting Senior Managers

Trainer in Communication, Conflict Resolution and Management skills

Founder and Director "Interkulturelle Beratung und Organisationsentwicklung", 1994

Project Manager for Personnel Development and Training in Allianz Insurance Company, Stuttgart, Germany

Sales Person for ophtalmological micro-surgery instruments

Languages:

French (mother tongue), Italian ("grand mother tongue", working capability), German (fluent), English (working capability)

Consultant and Trainer Competency:

Certified Gordon Inc. Trainer: Communication Skills (3 years curriculum)

Training in Organisation Development. Systemic approach (EKHN, Frankfurt, 3,5 years curriculum)

Training activities since 1987

Own Consulting Business since 1994

Education:

Magister Artium in Romanistik in Würzburg, Germany, 1986

Licence d'Allemand, Le Mans and Paderborn, 1980

Development:

Group dynamics (Tavistock Methodology)

Open Space, Future Search Conference, Zukunftwerkstatt

Training in Individual Coaching Methodology (Management Center Voralberg, Austria)

Personal:

Lives in Berlin and Nice

Background:

Isabelle has worked and lived in the French, Swiss, and German culture context as young professional and junior manager. After an experience in customer care and sales (Switzerland) she qualified in the training and consultancy field. 1992 she began working on organisational development and personal development tasks, first as internal consultant and trainer within a German company, then as self employed consultant. Her key expertise is the development of personal and professional cross-cultural competency mostly in the European corporate context.

Reference Organisations:

BASF, EADS Head Quarter Munich, Electricité de France, EnBW (Energiegesellschaft Baden Württemberg), Galbani (Germany), Infineon, Karlsbrau, L'Oréal, Power Generation, Siemens, Wella (Germany and France), Whirlpool (Europe, France)

Current Activities

Bi-cultural Human Resources Interventions

- Adaptation of management systems like MbO or Project Management in European subsidiaries
- Transnational Project Management Skills
For heterogeneous groups and managers dealing with an European population
- Cross-cultural coaching for HR persons and for international interacting managers

International Team Processes and Development

- Team building and crisis intervention workshop for European and international teams
- Project kick off workshops and process consulting during the project
- Coaching (individual) for Project Leaders working in an European / international environment

Large Group Facilitation

- Applying the appropriate (OSM, FS, or others) methodology for large group processes (up to 50 persons) with an international audience

Contact

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