



## Brigitte D. Lippmann

Strategic Talent Advisor & Pragmatic Change Expert

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Brigitte Lippmann's mantra is to bring the right person into the right position at the right time across cultural boundaries. She designs, implements, facilitates and measures a variety of solutions for individuals and organizations that encounter challenges in cross-boundary people movements, talent management or career questions. Her expertise ranges from coaching in one-on-one conversations to strategic analysis and solution design for organizations to facilitating leadership learning.

Over the last 20 years, Brigitte has solved "people-related" challenges in different settings. A short list of companies that Brigitte has worked with or for includes Johnson & Johnson, Marriott International, Pfizer, Goldman Sachs, Cap Gemini, Katzenbach Partners and the UN. Brigitte has lived in 7, worked in 25 and visited over 90 countries. She speaks German, English, French and Spanish fluently. She is currently based in Germany and works across Europe and in the US.

Brigitte earned her BA in Applied Economics and Business Administration at WHU Koblenz in Germany; an international MBA from Helsinki School of Economics, Finland; and an MA in Organizational Psychology from Columbia University, USA.

Work experience in consulting, not-for-profits, financial services and industry provides Brigitte with knowledge of various work environments. Her often global roles within top Fortune 100 companies include HR generalist, Executive/Leadership Development Expert and Talent Management Lead. A common thread in all these roles is the element of coaching of individuals and teams being the key to success – from the shop floor employee to the Executive suite.

For 10 years, Brigitte was a management consultant in both Europe and the Americas focusing on the nexus of strategy and people challenges. She designed and implemented Strategic HR processes and systems, new Talent Management paradigms, organizational effectiveness improvements, executive transitions and onboarding as well as cross-cultural learning processes. Tacit knowledge transfer, TQM and Process Re- design, Talent Retention as well as Change Management are important recurring topics throughout her career.

Prior to consulting, Brigitte held customer relations and operations positions in the chemical and fashion industries.

Brigitte complements her different experiences and capabilities with certifications as an ILP Coach and in several relevant instruments such as MBTI (Myers-Briggs Type Indicator), LIFO (Life Orientation), and Denison's Culture and Leadership Development tools. She also has working knowledge of the Strong Interest Inventory, HBDI, Kolb's Learning Style Inventory, Hogan's Assessment Systems and the Lominger Learning Agility tools.

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