

The ITB team



Lioba Frings

Senior Manager

Training and further education

- **Qualified psychologist**
- **DIN 33430 certified**

Main focus

- **360° feedback** | Development of specialised processes, including design, (IT) implementation, management and evaluation; integration into the existing framework of staff development initiatives
- **Testing procedures** | Design and administration of online aptitude tests

Selected reference projects

- **Vocational rehabilitation provider** | Implementation of a 360° feedback process with individual reflection sessions for department heads
- **International law firm and accountancy firm** | Implementation of a 360° feedback process with individual reflection sessions for senior managers and partners
- **International automotive supplier** | Design and management of online selection tests for technical and commercial trainees
- **Retail Bank** | Design and management of online selection tests for commercial trainees and career changers

In my projects, I place great importance on ...

- **The practical applicability of the concepts** in the day-to-day operations of the organisation
- Consultancy and dialogue on **an equal footing**