

The ITB Team



Dr. Natalie Gouase

Senior Manager

Training and education

- **Psychologist** (M.Sc.)
- **DIN 33430** licenced
- Certified in the application of **positive psychology**

Main focus

- **360°-Feedback** | Development of specialized processes including conception, (IT-) implementation, control and evaluation; integration into the existing landscape of personnel development measures
- **Management diagnostics** | Conceptualization and implementation of development and selection procedures, national and international
- **Workshops & Trainings** | Conceptual design and moderation
- **Coaching** | Coaching and strengths-oriented HR development

Selected reference projects

- **International application**
Wirtschaftsprüfungsgesellschaft | Consulting, management and technical handling of the 360° feedback process for all managers, from communication to statistical evaluation
- ¹ **Major Bank** | Multi-day development center for specialists and managers, national and international
- **IT-Consulting** | Conception, management and moderation of virtual selection process days for the selection of junior management talent
- **Educational company** | Individual management coaching following a company-wide, structured feedback process

Consulting stance

- **Strengths-oriented** and **motivation-focused approach** to HR diagnostics
- **Scientific basis** with high **application relevance**:
"Effective, useful and efficient"