

# The ITB team



## Saskia Deller

Senior Project Partner

### Training and further education

- **Psychologist (qualified)**
- **Graduate in Business Administration (BA)**
- **Systemic Coach (ISB/DBVC)**

### Main focus

- **Management diagnostics** | Conducting development and selection processes (development centres, assessment centres, interviews)
- **Talent Management** | Design of competency models & requirements analyses
- **Workshops, training sessions, lectures** | Design and delivery, e.g. concentration and relaxation
- **Coaching** | Systemic coaching for career transitions, executive coaching, work-life balance, retirement planning and strengths-based staff development
- **Scholarship Selection** | Online Assessments

### Selected reference projects

- **Major bank** | Multi-day development centres for specialists and managers
- **Logistics companies** | Competency models and requirements analyses
- **Logistics Group** | Design and implementation of the organisational structure and operational processes for a Human Resources Service Centre, with a focus on quality management, process optimisation, development of IT tools for human resources management
- **Automotive industry** | Development, pre-testing and implementation of employee surveys

### Experience

- **15 years' management experience**
- **17 years' HR experience within a corporate group** (university marketing, onboarding, talent management, HR and leadership development, HR service centre, technical training and development centre)
- **Member of the judging panel** at the German Business Foundation (sdw)