

Biography

Dr. Annette Thum is an experienced consultant in the field of leadership development, executive coaching and team building.

She works worldwide with executives from various industries and advises companies such as Acelor Mittal, Deutsche Bank, GE, Johnson & Johnson, Lanxess, Novartis, Mercer or Pro7Sat1 in the design of global leadership programs and change processes.



Prior to founding thum + associates in 2010, Annette gained extensive consulting experience at the international management consultancy Oliver Wyman.

Her management expertise stems from over 10 years as an executive in the automotive industry: as Director of Executive Management Development at Daimler AG, for example, she led a three-year change initiative for the Freightliner business unit in the USA. In close cooperation with the Board, her department developed a new corporate mission statement, defined values and sustainably shaped topics such as performance and potential programs, succession planning, talent management and training. During her time at the headquarters in Stuttgart, she managed the International Transfer Center for Africa and Europe and was involved in various post-merger integration projects.

In addition to her work in the business sector, Annette Thum also works across sectors for non-profit and public companies. For example, she supported hospital managers in Rwanda on management issues and worked as a consultant for the World Food Program in Ethiopia and Sudan.

Annette Thum holds a Master's degree in International Politics, Business Administration and American Studies, a doctorate from Tilburg University and has completed numerous further training courses over the years, such as the Harvard Certificate in Conflict Resolution and various systemic training courses. She is also familiar with various personality tests, such as the Hogan Suite, MBTI Step II, FIRO-B, Derailor and various 360 feedback tools. She also trains team coaches at the Hephaistos Coaching Institute in Munich.

Annette Thum lives with her partner in Berlin and in the Triglitz watermill, which they have restored. This project close to her heart in the midst of nature enables her to offer workations and retreats for managers.

Qualifications

STUDIES

- **Doctorate**, Leadership & Corporate Social Responsibility, Tilburg University Netherlands (2017)
- **Master**, International Politics & Economics, University Mainz (1996)

FURTHER EDUCATION

- **Integrative coaching training** at the Hephaistos Institute in Munich - DBVC and IOBC Certified (2.5 years basic and 3.5 years master class) 2015
- **Gestalt Organizational Consultant training** at the IGG in Berlin 3.5 years with Wolfgang Loos, Rudi Wimmer and Richard Timmel 2002
- **Systemic Structural Constellation** 3-week training with Mathias Varga von Kibed and Insa Sparrer at Metaforum Berlin 2001
- **NLP Practitioner** 3 weeks with Stephen Gilligan and Robert Dilts 2000
- **NARM trauma training** according to Laurence Heller 2 weeks with Angelika Dörne in 2023-2024
- **Conflict Mediation** 1 week at the Summer School, Harvard/USA 1999
- **Hypnotherapy coaching** with Stephen Gilligan 2.5 days advanced training
- **Ritual work** 4 days with Sobonfu Somé in Eugene, Oregon USA
- **Supervisory board** work 3 days training with Egon Zehnder
- **Emotional Intelligence and Introvision** 3 days training with Thomas Dietz
- **Inner parts work/destructive egostates** 2 days with Dr. med. Jochen Peichl, Nuremberg Clinic
- **Holotropic breathing** 4 days of self-awareness with Sylvester Walsh
- **Shamanic work** 5 days in Spain with the Andean teacher Fernando Amawata
- **Gestalt workshops** several 3-day workshops with Werner Bock
- **Trauma training** 3 days with Luise Reddemann
- **Mindfulness Work** 2.5 days with Halko Weiss
- **Body therapy training** 3 days with Angelika Klopstech
- **Conflict dynamics training** 3 days with Klaus Eidenschink Hephaistos Munich
- **Continuous super- and intervission** with colleagues

ASSESSMENT ACCREDITATIONS

- Emotional Intelligence Profile/JCA
- Hogan Suite
- Firo-B
- MBTI
- Conflict Dynamic Profile

TEACHING ACTIVITIES

- Since 2020: **Team coach trainer** at the Hephaistos Coaching Institute in Munich
- 2017/18: **Lecturer** for Organizational Dynamics and Behavior at the Berlin School of Business and Innovation
- Since 2011: **Coach, input provider and facilitator** for global leadership programs at **Duke Executive Education**