

Sabine HENRICHFREISE : 43, German living in France



Consultant & coach dedicated to developing multicultural teams, international managers and leading women

She works all across Europe in 3 languages - French, English, German

Her passion: Connecting people & cultures to release hidden potential

Sabine Henrichfreise has a **6 years business experience** within a **world-wide company** based in France first as **Legal Director** (in charge of legal business aspects, acquisitions, mergers, joint ventures), then as **Director for Career Management** (1000 managers & experts in Germany, France, Spain, China, Mexico and USA). She has acquired extensive experience of all aspects of merger processes, co-operation issues and transcultural leadership completed with her latest business experience as "**Co-operation Manager**" in charge of intercultural **diversity projects** in Europe and the USA.

She has been **Consultant and Coach** for the last **6 years**, developing her expertise in **transcultural relationship management**, **diversity consulting** and **executive coaching**. Additionally, she acquired a specific know-how in coaching **women in leading positions**. She is co-founder of the innovative concept of **Tandem Coaching™**, approach with two coaches (man and woman of different nationalities) that dramatically enriches the efficiency of coaching. She recently created the **Elusis Solution Tanks®**, - peers coaching peers to create new solutions just in time -.

Based on her conviction that **managing differences, connecting people** and **bridging cultures** is a major key to success, she created **philena**, her own consulting and coaching company in 2003, dedicated to developing multicultural teams, international managers and leading women by strengthening their capacity to effectively manage diversity.

She pursues her **ongoing training** in Executive Coaching, group self organization & dynamics, and team coaching, in addition to individual and collective supervision sessions for her own coaching activity. Before starting her professional career she received a legal education in Germany, France and Great Britain, completed by a PHD in law.

She is the **French partner of the European Institute for Managing Diversity**, based in Barcelona, **member of ICF France** (International Coaching Federation, application for being accredited Master Certified Coach in March 2006) where she works on trans-cultural aspects of coaching and **member of EPWN** (European Paris Professional Women's Network). She is actively participating in the **European Movement of "Art and Business"**. She created a module called "Towards Intercultural coaching" to train international coaches, and intervenes for **European Business Schools such as ESCP-EAP** where she elaborates and runs workshops on "Understanding and taking advantage of intercultural diversity" and **HEC** where she trains future coaches. She is also a Visiting Coach at **INSEAD**.

Recent consulting & coaching actions

- Framatome ANP : Accompanying the **intercultural post merger** phase of a Franco-German merger Framatome - Siemens
- Thales : Franco-British teambuilding for the different **Franco-German teams** working on the Airbus A380 project
- Industry : Coaching of the **Management Committee** of the most important BU (F-D-US)
- Services : Elaboration of the **Corporate Policy of Coaching**
- Research: Consulting & Coaching of a **strategic functional network**
- Bank : Coaching of leading women
- Industry : Coaching of a **major reorganisation** affecting French and German structures
- L'Oreal: International Training Module for Young Managers, diversity consulting, working with international top executive committees
- Air Liquide: Coaching and consulting on diversity issues

Major clients

Framatome ANP – L'ORÉAL - EDF – CEA – Siemens – Société Générale – AGF – LVMH – Faurecia, HDS (Groupe Laguardère), Air Liquide...