

Persönliches

Name: **Pini, Carolyn**
Year of birth: 1964
Nationality: CH



Berufliche Qualifikation

Title, Profession: Dipl. Coach and Consultant for Change Management
Senior Business Consultant & Project Manager

Professional development: Certified Adult Lecturer SVEB1
Coaching Diploma SKC
Management Diploma, IMAKA Zürich

HR Knowledge: Managing and implementing structural change
Internal company processes
Cross company processes
Strategy and implementation
Team development
Operational and organizational structure
Successful leadership behaviour
Leadership competence training
Role and responsibility clarification and review
Career planning and realignment
Unlocking potential
Conception and implementation of workshop and trainings
Team development
Management Coaching
Project management and escalations management
Year-end review and lessons learnt
ERP evaluations
IT CCC processes and organization
Logistic processes

Languages: German
English
French
Italian

SAP-Experience: mySAP ERP HCM

Management-Summary

Carolyn Pini is working for over 20 years in international companies in a managing position. Many of these years she also worked as a consultant and project manager. She also lectured eManagement during 5 years to international MBA students.

She is experienced in many non profit and profit organizations of various industries. During her projects she used to work in Europe as well as in the US.

The last 10 years she mainly spent in reorganizing project or company situations in crisis. She made project reviews and managed escalated projects as well as a turn-around of a consulting company.

Doing all this she realized, that usually it is never a question of missing knowledge, but most of the time missing clarification of expectations and unclear behavior. Most of the time by clarifying the issues and wishes of all partners, deciding what is best for the project or the company and then addressing these expectations to all members and force according actions and behavior on all involved parties, was the key to success.

That is why she started to call herself: expectation manager. This being the secret of her success.

Since 2004 she now is coach for companies, managers and projects. Her domain is leadership and management.

As per her idea, systemic coaching should be available in a pragmatic, simple and easy understandable manner for every person.

«Most of the people reflect their behavior – not all of them do that in a way that leads them to solutions. And sometimes they reflect on the wrong things, those that are not in their power to change.»

In order to allow everybody to reflect and think in a structured way, she developed the pini5 method with the pini5 coaching-cards. This method was used in various team developments and leadership competence development trainings and is also used by many other coaches.

Her utmost important belief: help the client to gain fast independency and offer support only when required.

Project Experience

Period	Project	Role	Company
2008	Workshop about: - How to negotiate successfully with customers - Successful in project management due to exception management	Coaching/Training	IT consulting firm
2009	Coaching and Team development with the pini5 methode	Team development	Packaging industry
2008-2009	Coaching in: - Social competence and personal management - setting goals and position reckoning - Change management, behavior change with pini5	Individual coaching	Avexys
2008	Workshop about: - How to negotiate successfully with customers - Successful in project management due to exception management	Coaching/Training	IT consulting firm
2008	180 lessons: - eManagement and Leadership - ERP and eBusiness Several workshops about: - Leadership - Businessplan - Case Studies	Teaching	MBA-University
2007	position reckoning, personal visions	Coaching	MBA-University
2007	Leadership in IT Management - New leadership concepts - Realignment of the IT organisation	Executive Coaching	Packaging industry
2006-2007	Role and responsibility clarification in the leadership - „lessons learnt“ workshop, action plan to manage upcoming change - Strategie workshop for health projects worldwide	Team Coaching	Non Profit Organisation
2006	Projectreview upon Go Live of SAP R/3 Goals, achievements, open issues and solutions to manage a successful go live.	Project review	Packaging industry
2006	Leadership potencial analysis and development, training leadership competences.	Executive Coaching	Avexys

Project Experience

Period	Project	Role	Company
2005-2006	Re-alignment of career and managing personal crisis. Leaving unemployment. Managing crisis after retirement. Training in personal and social competences.	Individual coaching	Avexys
2004-2006	180 lessons: <ul style="list-style-type: none"> - eManagement and Leadership - ERP and eBusiness Several workshops about: <ul style="list-style-type: none"> - Leadership - Businessplan - Case Studies 	Teaching	MBA-University
2004	Project review after Go Live with SAP R/3 <ul style="list-style-type: none"> - Coaching and managing sign offs - Review of implemented processes & systems - Analysis of optimization potencial - Setup of a SAP Competence Center 	Coaching/Consulting	Packaging industry
2005	12 months interim management: Consulting and coaching of management in reorganising their business from loss to grow: <ul style="list-style-type: none"> - Change Management - new employees - new strategies - new roles and assignments - contracts - controlling processes - training management in leadership competences 	Coaching/Consulting	IT consulting firm
2004	Integration of 6 systems and companies into 1 SAP system. Focussing expectations of internal and external resources in order to prepare go live and sign off the new system.	SAP Project in crisis	IT/Telecom
2003	Implementation Review SAP R/3 <ul style="list-style-type: none"> - Project review - risk management - quality assurance - blue print concepts 	Coaching/Consulting	Packaging industry
2003	Implementation of new processes SAP R/3 <ul style="list-style-type: none"> - Sales to third party - purchase in asia - interfaces 	Coaching/Consulting	Retail