

# PROFILE

## ASTRID TSCHERNITZ, LL.M.



### KEY FOCUS AREAS

- Business, life and career coaching
- Sparring partner for leaders
- Demographics and generation management
- Diversity and organisational development

### ABOUT ME

Following a broad-based general education and a law degree, I 'stumbled' into the area of HR at international companies after several years.

Roles such as establishing an HR department from scratch in the pharmaceuticals sector and acting as a staff department for human resources at the corporate level of a major industrial player gave me the opportunity to experience and appreciate both the operational aspects of HR as well as the strategic implementation of corporate objectives from the perspective of HR. Positions in finance as well as seats on the executive and supervisory board have provided me with a birds-eye view of management and further developed my interest in analysing cross-disciplinary issues.

During my many years working abroad in Europe and as a result of my colleagues' many different nationalities, I became deeply interested in cultural differences and subsequently increased my awareness of cultural behaviour by means of additional training. This led to me becoming interested in the issue of diversity; an issue which still fascinates me today. The issue of demographics management and collaboration between different generations within a company is one in which so much potential lies untapped; both for companies and their employees (e.g. knowledge management).

My passion for people, the factors which really motivate us and our dealings with each other led to me becoming a certified business coach.

For me, adopting an holistic view of people, consisting of the psyche, spirit and body, is utterly essential when it comes to providing advice in business and life coaching.

# PROFILE

## ASTRID TSCHERNITZ, LL.M.

My many years' experience working with teams accounts for why I particularly enjoy the issue of team dynamics and challenging leaders at the interface between operational tasks and leadership responsibilities.

Personally, I find it particularly rewarding to draw on my experience to give other people the tools they need to better manage challenging situations. This can be in the context of workshops, (1-2-1) coaching, mentoring, mediation sessions, the development of career plans (career coaching) and similar tools.

## TRAINING, COACHING & CONSULTING

- Holistic coaching
- As a creative sparring partner for leaders in all positions
- Strategies for sustainably positioning the HR role within companies
- Strategic and operational support for HR specialists and managers
- Diversity
- Generation and demographics management
- Knowledge management

## CONTACT DETAILS

E: [ds@commkey.at](mailto:ds@commkey.at)

Tel.: +43 664 / 345 1308