



**DR. ANNETTE THUM** | Managing Director

Annette Thum's expertise is in leadership development, organizational change as well as in executive and team coaching. She enjoys working with Fortune 500 organizations across different industries and regions.

Working as a principal consultant, first for the international management consulting firm Oliver Wyman, now independently, Annette has designed and implemented innovative leadership development projects, created team events, lead change-processes and coached over 500 executives worldwide. A selected client list includes Allianz, Deutsche Bank, Discovery Networks, E.ON, General Electric, Johnson & Johnson, McDonald's, Mercer, Novartis, Pro7Sat1, Roche, Tata and United Nations World Food Program.

Prior to her consulting role, Annette gained valuable management experience in the media business as well in her ten years at Daimler, where, among her other assignments, she headed a three-year culture change project with Freightliner LLC in the US. She completely reorganized the learning landscape and worked closely with the Board to create a new vision and value model for the company, supporting the business strategy. She also drove various strategic PMI projects, led the International Transfer Center for Africa & Europe, and successfully consulted with different Daimler business units as an Executive Management Development Director.

Annette enjoys working within the corporate environment and strongly believes in cross-sector collaboration. Therefore, she also serves NGOs and governmental organizations trying to bring different parties together. She supported various health centers in Ruanda with trainings on management and leadership and recently returned from Ethiopia, where she facilitated an emergency-planning meeting with 100 participants for the UN World Food Program.

In addition to her master's degree in International Politics, Economics, and American Studies, Annette holds a PhD in Leadership and Corporate Social Responsibility, a Harvard University certification in conflict settlement as well as various psychological certifications (e.g., in Gestalt, NLP, Coaching and Systems Thinking) and is familiar with different assessment instruments (e.g., MBTI Step II, FIRO-B, CDP, Hogan Suite and various 360 Feedback Profilers). Annette also serves as faculty and coach for Duke Executive Education. Her style is direct and supportive, and her pragmatic approach helps her in identifying new effective client solutions.

A native German speaker, Annette is fluent in English and has familiarity with both French and Spanish. She has worked in over 30 countries and lives with her partner and his children in Berlin.