

Maria C. Smith

Profil M Project Partner

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Languages
English

www.profil-m.de

PROFIL M

Together we explore the core of one's leadership potential and identify strengths to build upon

Successful leaders continually evolve; they **reflect, understand, and adapt behaviors** to lead the organization forward. My passion is working with leaders and teams who **envision new ways of thinking and behaving**.

My clients and colleagues say, **"You help me think about behavior differently."** As a Leadership Consultant for over 30 years, I provide clients with **assessment tools, feedback, coaching, and skill development** to gain awareness of their behaviors, understand the impact of those behaviors, and develop the ability to strengthen or change those behaviors.

Through my international work, I gained a respect for the importance of **maintaining the integrity** of an organization's core approach to leadership while ensuring that **local cultural values are acknowledged**. Helping leaders manage this delicate balance is essential to an organization's success.

My expertise for you

- Design, implementation, and facilitation of national and international development centers; Integrate all levels of leadership talent
- Strategic consulting to integrate talent management processes and high potential development programs with business objectives
- Individual and team coaching for executives and high potential leaders
- Support implementation of change processes with focus on developing leadership culture to sustain new organizational direction

Special skills

- Masters Degree in Organization and Human Development
- Certified Assessor in: Hogan Suite Personality Profiles, Center for Creative Leadership Benchmarks, Birkman, and Lominger Competencies
- More than 30 years experience as a leadership development consultant leading national and international projects
- Coaching expertise focused on executive and high potential leadership clients
- Develop cohesive executive leadership teams through mergers. acquisitions, and reorganizations

Selected customers

- Bayer
- ThyssenKrupp
- MTU Canada
- Eppendorf
- Lufthansa
- Rolls Royce
- SANOFI
- CIGNA
- McMaster-Carr

Selected publications

- Developing a Global Mindset: Cross Cultural Challenges and Best Practices for Assessing and Grooming High Potential Leadership Maria Smith and Janet Victorson (People and Strategy, The professional Journal of HRPS, 2013)
- Trends and Best Practices in Development Centers and Assessing Potential. HRPS Conference 2013
- Building Leadership Capacity: Assessing Promotability and Measuring Potential. Linkage Conference: The Best of Organizational Development Summit, 2009