

Leadership is either your biggest risk or your greatest lever.
I ensure it becomes the latter.

Niklas Frewel

Leadership Architect &
Transformation Coach

ME IN A NUTSHELL

Born and raised in west Germany, I now live with my wife, my little daughter and a husky in the northern parts of Italy.
I am a passionate about health optimization protocols and nature hikes during my leisure time.

LANGUAGES @WORK

German
English
Italian

CERTIFICATONS

Internal Family Systems Coach
Vertical Development Coach
Agile Enterprise Coach
SCRUM Master
Design Thinking Expert
TalentQ

GET IN TOUCH:

+39 331 7840957
nik.frewel@prisma-insights.com

We are curious…

WHAT EXPERIENCES ENABLED YOU TO FILL YOUR ROLE TODAY?

From early age, I have been put into roles that were beyond my current experience-level at the time.
In retrospect, this did not only instill a never-ending appetite for self-improvement in me, but also brought me to a point today, where my expertise is equally broad & deep.

WHAT ARE YOUR PASSIONS AND TOP AREAS OF EXPERTISE @WORK?

As an Organizational Psychologist, I spent my past decade in the pursuit of unlocking the latent potential in humans and systems. Organizational Transformation, Leadership & Team Development or Individual Coaching - I feel in the right place wherever deep, evolutionary change happens.

WHERE HAVE YOU BEEN EDUCATED & HOW TO YOU KEEP LEARNING?

I am an educated Organizational Psychologist (Masters, University of Valencia, Spain) and appreciate the importance of combining theory with practice.
I am beyond curious about many topics, especially the interaction of different fields (Psychology, Philosophy, Buddhism, Biology,…). My favorite way of educating myself is through books and podcasts (e.g. HubermanLab,…)



Sample Engagements

Roche · EnBW · VOITH · KÖRBER · BOSCH · MAHLE · EDEKA · Heineken · Barmenia Versicherungen

Leadership Development & Coaching
Designed and led multi-year leadership journeys for senior, mid-level, and team leaders, enabling deep personal reflection and strategic alignment. Supported executive teams during major restructurings through coaching and team development focused on trust and crisis leadership. Coach for executives & feeder positions.

Strategy & Execution
Led strategic vision and execution processes for global and local leadership teams, developing OKR-based roadmaps and facilitating week-long execution sprints with cross-functional. Built a cross-functional transformation networks, including advisory for multiple business units and setup of an internal transformation academies.

Holistic Talent Processes
Developed and implemented end-to-end talent processes - from nomination and assessment to onboarding, coaching, and development; for roles from trainee to senior management. Created and integrated company-wide competency models into core HR processes and strategic initiatives.

Customer Voices

"It's amazing what's inside Nik's creative and visionary mind! He **provides stimulating positive energy, creates psychological safety** in his teams, and always has an empathetic ear - while never missing the chance to push those around him to grow."

It is always a blessing to discuss **academia and trends on leadership and new ways of working** with Nik, and I see him as one of my trusted sources to rely on."

"I truly appreciate that Nik is always ready and available when you need him. With his **sensitive and kind nature, he makes it easy to open up quickly** and share your concerns."

"Niklas creates a very **appreciative atmosphere, is always perfectly prepared**, and leads us as a team toward a valuable goal. The humanity he demonstrates makes our meetings a very trustworthy space!".

"In all my years at university the best seminar I ever attended was the one in 2019 by Niklas on "Empowerment in Organizations. If you are a student wanting to learn about the **practical application of organizational psychology**, I can't recommend Niklas' seminars enough!".