



KAREN JULIA KORFMACHER

Certified Systemic Coach | Certified Mediator |
Certified LINC Personality Profiler Coach | Outplacement Consultant |
HR Consultant for People & Change | Lawyer

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Summary

As **HR & Outplacement Consultant** with extensive experience in change management, organizational, talent & leadership development as well as newplacement coaching, I support executives in their professional reorientation & companies in successfully shaping sustainable transformations without loss of trust or productivity. My focus is on the strategic and operational support of HR processes, talent and cultural development as well as conflict resolution in the corporate context. With my systemic, resource- and solution-oriented approach, I strengthen employees, managers and teams to promote collaboration, innovation, productivity and employee satisfaction.



Skills

- Newplacement Coaching for employees & executives
- Implementation of assessment procedures (LINC)
- HR Strategy & Organizational Development
- Change Management & Transformation
- Talent Management & Leadership Development
- Employment Law, Conflict Resolution & Mediation in teams and organizations
- Corporate Culture & Employee Engagement
- Career & Business Coaching for employees & executives
- Communication Strategy & Internal Communication
- German (native) & English (fluent)



Education & Certifications

- **Internationally IMI Certified Mediator**
International Mediation Institute | ISM International School of Management | Consensus Campus Berlin
- **Internationally ECA Certified Systemic Business Coach**
European Coaching Association | Coaching Akademie Berlin | Bundesverband für Qualität in der Systemischen Arbeit | LINC Personality Profiler | Institut für Systemische Kompetenz
- **Attorney-at-Law (Admitted to the Bar in Germany)**
Berlin Bar Association, Germany
- **First & Second State Examinations in Law (Equivalent to J.D. with Bar Admission in Germany)**
Brandenburg Higher Regional Court, Germany
- **Bachelor of Laws (LL.B.) & Master in Business (M.A.)**
IE Business School, Madrid, Spain | European Business School, Wiesbaden, Germany
- **German Abitur (Equivalent to A-Levels with University Entrance Qualification)**
St. Michaels University School, Victoria, Canada | Theodor-Fliehdner-Gymnasium, Düsseldorf, Germany



Work Experience

● Consultant, Mediator & Coach | Organization, People & Change

Freelance | 2023 - today | Germany & International

- Advising companies on HR strategies, change management & outplacement
- Developing & conducting workshops for managers & employees
- Implementing and supporting change & transformation processes in organizations
- Mediating & coaching employees, managers & teams
- Implementing talent management & employee engagement strategies

● Management Consultant | HR Strategy & Transformation

Horváth & Partners Management Consultants | 2022 – 2023 | Germany & International

- Cultural Development & Change Facilitation: Development of cultural objectives and change measures | Implementation of cultural change initiatives (e.g. B2B sales cultural transformation, performance dialogue) | Design and facilitation of management and employee workshops
- Conflict Management & Mediation: Facilitation of conflict situations & mediation in change projects | Coaching & team development to improve collaboration
- HR Transformation & Organizational Development: Implementation of new HR processes in insurance, technology & energy companies | Development of communication strategies & change stories for transformations | Development & management of change communities (multiplier networks, change ambassadors)
- Project Management & HR Communication: Stakeholder management & change impact analyses | Development of HR communication materials & leadership guidelines | Support of HR decision-making bodies (steering committees, kickoffs)
- HR Engagement & Employee Retention: Development of people & change solution offering (incl. systemic team development) | Office Buddy and Women's Network initiatives

● Attorney-at-Law | Employment & Media Law

IRLE MOSER Attorneys-at-Law | 2021 – 2022 | Berlin, Germany

- Advising companies on media, press and publicity law
- Drafting contractual structures & HR-relevant agreements

● Legal Consultant | Mediation & Corporate Law

Steltzer Attorneys at Law + Mediators | 2020 | Berlin, Germany

- Mediating & managing conflicts in commercial disputes
- Drafting contractual structures & HR-relevant agreements

● Legal Consultant | Mediation & Crisis Management

Federal Foreign Office | 2019 | Berlin, Germany

- Facilitating conflict resolution in international disputes, enhancing collaboration and diplomacy.
- Developing communication strategies, ensuring clarity in high-stakes negotiations.

● HR Associate | Communication & Engagement

Startup Zeitgold | 2018 – 2019 | Berlin, Germany

- Supporting HR processes and internal communication, fostering employee engagement.
- Assisting in HR (e.g. Recruiting), enhancing stakeholder alignment and employee relations.

● Legal Consultant | Employment & Corporate Law

International Legal Practice Osborne Clarke | 2018 | Berlin, Germany

- Advising companies on employment and corporate law, ensuring HR compliance.
- Drafting and reviewing HR-related agreements, optimizing contractual clarity.



Additional Experience

- Mentor & Coach | PANDA - The Women Leadership Network
- Board of Foundation, Mentor & Coach | MMM-Foundation
- Member & Mentor | Deutscher Juristinnenbund e.V.