

## **Biography for Sylvia Becker-Hill, Dipl. Ver.w., MA Phil, PCC (ICF)**

Sylvia Becker-Hill – appreciatively called by her clients, “The Lady with the Brain,” is an Executive Change Strategist who specializes in coaching corporate leaders to bring about positive transformative change with lasting results. Utilizing the latest research in neuroscience and emotional intelligence, she helps executives transform their leadership, ensuring that they - and their companies - are change champions, not change victims.



With 17 years of experience as a German coaching pioneer on both sides of the Atlantic, Sylvia has assisted corporate leaders with everything from post-merger integration and change management to on-site training and conflict resolution. With her extensive education, academic research, professional training, international coaching and real-world experience, Sylvia is uniquely qualified to help her clients create lasting change.

Clients appreciate Sylvia’s knack for conveying complex theoretical information by breaking it down into bite-sized morsels that they can apply to their daily lives. With her help, clients have experienced deep transformation, finding that insurmountable burdens suddenly seem like blessings and “impossible” problems become pathways to opportunities and exciting prospects. Her focus on sustainability of her services makes sure that her clients reap satisfying ROIs over and over again.

She also received her Diploma in Administrative Science from the Fachhochschule des Bundes fuer oeffentliche Verwaltung in Cologne and Dieburg and her Master in Philosophy and Linguistics from the Heinrich-Heine-University in Duesseldorf. Sylvia also became the first German Professional Certified Coach by the International Coach Federation in 2002.

### **Key Highlights around Executive Coaching:**

- Sylvia coached in the US several German expatriate top-executives before moving back to Germany, helping them with succession planning, strategic transition and preparing them for their repatriation while empowering them to make the next strategic step in their careers.
- As part of a revitalization fellow program, Sylvia coached freshly transferred and on-boarded executives around change management issues and their

performance goals while they were being under high pressure and faced by challenging hostility while juggling tough deadlines.

- Sylvia has coached a Senior Director of Strategies and Sales of a global transportation company. The executive was faced with major decisions around his career, leadership questions and facilitating conflict resolution in the midst of cultural diversity. The coaching focus was on strategic career planning, authentic leadership, change and conflict management.
- Sylvia has coached several C-level executives who were potential candidates for the succession of their CEO. These coaching programs were mixed with individual leadership trainings plus internal marketing consulting.

### **Examples of Training Projects Sylvia designed and facilitated:**

- Trained several small groups of executive leaders from different industries in change-management based principles of neuroscience that included training attention-management, ego-management, spirit-management and conflict-management.
- Conducted several “cultural spirit trainings” that raise morale and improved team performance as a result of less resistance in the workforce and measurable higher levels of engagement in the automotive, automotive suppliers, manufacturing, and city-government sectors.

### **Examples of big Change Projects Sylvia was involved in various roles:**

- As part of a European team of coaches/trainers/facilitators, she was involved in several year-long change programs in the area of post-merger-integration, for such companies Glaxo Wellcome & SmithKline Beechem to GlaxoSmithKline (GSK) (pharmaceutical), Adtranz & Bombardier Transportation, Signal & Iduna Nova to Signal Iduna)
- In Germany she helped the Deutsche Post AG which needed to turn themselves from a slow moving public bureaucracy to a profit making global competitor. Sylvia trained the internal change-agents who had the difficult task of motivating employees to give up their public servant status.

### **Examples of past corporate clients**

- Deutsche Post AG 1986 – 1989, 2002
- Bayer 1997-1998
- Pilkington Flachglas 1998
- Gesundheitsamt Cuxhafen 1998
- Kaufhof 1998
- Kogag 1999

- BMW 1999
- Caritas Köln 2000 - 2006
- DEG Bank 2000
- MG Trade 2000
- Daimler Chrysler 2000
- Signal Iduna 2000-2002
- Münchner Rückversicherung 2001-2002
- Glaxco Smith Kline 2001
- Europäisches Patentamt 2001
- RWE Power 2001-2002
- Frankfurter Sparkasse 2001- 2003
- Tschibo 2002
- DETECON 2002
- E Plus 2002
- Metro Cash & Carry 2002-2007
- Saint Gobain Glass 2003 - 2005
- Bosch 2003 – 2004, 2013-2014
- Saint Gobain Securit 2004
- BP 2004
- Deutsche Steinzeug 2004
- DIL 2005
- Metro Group Bying 2006-2007
- Metro Group AG 2007-2008
- MERCK 2007
- Niehaus 2008
- Adtranz/Bombardier Transportation 2007, 2009-2010
- Brinkmann Pumps 2008 – 2014
- Marquard 2009
- SAE Detroit 2009
- Tognum 2011-2012
- DEGC 2012
- Wayne State University 2012-2013
- ElringKlinger 2012-2013
- DAICHII Sankyo 2012-2013
- UGS 2013
- Vistage Michigan 2013

### **Geographies Sylvia has Worked In:**

Germany, England, Austria, Canada, New Zealand, South Africa, Spain, Sweden, and USA

### **Leader Positions Sylvia has coached:**

- Middle Management, Director, VP, Sr. VP, Presidents and C-Suite Executives

### **Business/Talent Challenges I've Helped Leaders Solve:**

- Effective leadership
- Career Design and Strategic Decision Making
- Communication/Interpersonal Skills
- Coaching and Developing Others
- Effective conflict resolution
- Performance Management
- Attention Management
- Stress Management and Work-Life-Balance
- Image Improvement
- Internal Marketing
- Talent Retention
- Board Presentations
- Time Management/Priority Setting

### **Leadership Experience inside her Profession and Privately:**

- Sylvia founded the ICF-Chapter Rhein-Ruhr in Duesseldorf and led that for 3 years with regularly the highest number of guests and new members for the ICF of nay of the other German ICF chapters.
- Sylvia was on the German board of the ICF and the President before she moved to the US in summer 2006.
- In Michigan she as elected as the first Non-American to be a board member of the ICF-Michigan. There she also served as 1 of 3 official mentor-coaches for 3 years and lead/hosted for one year the monthly ICF-Michigan South-East Empowerment Forum.
- She was a frequent workshop presenter at the ICF-Michigan conferences and was always evaluated with the highest rating. She was also part of the conference team responsible for the program design and the election of speakers one year.
- On a personal level, Sylvia was in one of the leading roles as the visionary driver of a private social experiment of a group of 7 German professionals of various backgrounds and ages who rented a 28 rooms big historic castle from 1885 with a park and forest in Solingen/Germany to renovate it with huge personal financial risk and man-power and live in it for 5 years as an community dedicated to conducting research on human daily dynamics and self-development hosting workshops for themselves and guests regularly with external international teachers and experts.