impactive
Leadership Advisory

PROFILE

Julia Küting

The passion that makes me get up in the morning

Shaping tomorrow's success today.
My mission is to make leadership more effective and business transformations more comprehensible and inspirational. My vision is to build high performing leadership teams who succeed to create a highly engaged workforce, efficient structures for collaboration and a future-proof company culture. In order to support companies to not only succeed today but to excel tomorrow.

What I believe in

Impactful change requires impactive individuals and organizations.
Leaders who want to make a difference need to have impact. Personal impact as a catalyst for change, and collective efficiency of their organizations with regards to structures and collaboration. Continuous individual and organizational development therefore turns into an essential leadership responsibility.

What Sets Me Apart

Consultant and Coach, who understands your reality because I have lived it.
Years of firsthand experience in top management and active advisory board roles provide me with a comprehensive entrepreneurial viewpoint. I am intimately familiar with current business challenges and am equipped to guide through them, combining professional expertise as a consultant and personal support as a coach.

The value I bring to you

Effective change & transformation

- Project design and execution support for organizational development projects and other change initiatives
- Executive coaching for leaders of significant change and transformation projects
- One-on-One executive advisory dialogs on change & transformation topics
- internal team/organizational development and transformation skills

Modern leadership

- Leadership team development
- Leadership coaching
- Modern Leadership assessments to select and develop future-proof leaders
- Project design and execution support in leadership principles projects and other value-focused initiatives
- Keynote speeches on New Leadership, Organizational Development and Transformation Management

Future-Ready HR Practices

- Strategic, yet implementation focused advice on people strategy design, HR digitization and HR transformation
- Leadership coaching for HR executives
- Functional onboarding of cross-entry HR professionals
- Design and delivery of HR Enablement programs (e.g. HR Business Partner training)

I am pleased to provide you with customized support to suit your unique needs.

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RESUME

Julia Küting

From Practical Experience to Practical Solutions

Drawing from over a decade of leadership experience in People & Culture roles, I also benefit from a comprehensive education as an integral business coach. Together with my academic background in business psychology, this coaching education has not only equipped me with a holistic tool box for change and development processes but has also shaped my commitment to the sustainable development of individuals and organizations.

Recent Professional Milestones

Since 2024	Owner of impactive leadership advisory, independent consultant and business coach
Since 2024	Advisory Board Member Carl Stahl Holding GmbH
Since 2021	Advisory Board Member for a leading consultancy in HR digitalization
2020-2023	Senior Vice President People & Culture – Wilo SE
2017-2020	Head of Human Resources – TK Elevator
2015-2017	Head of HR Centers of Competence – TK Elevator
2008-2015	Various HR leadership roles in large corporations

Expertise

- Over 10 years of leadership experience in large corporations and SMEs
- 20 years of experience in diverse HR roles
- Executed multiple business and cultural transformation processes
- Introduced different organizational concepts, e.g. regional/functional organizations
- Developed and delivered several strategic leadership development programs
- Executed several HR transformation and HR digitization projects

Educational background

- Certified Coach LINC Personality Profiler (University Lueneburg, Germany)
- Certified Consultant Organizational Culture Index (Human Synergistics Germany)
- Certified Coach Profile Dynamics (Profile Dynamics Germany)
- Associate Coach (DBVC – German Coaching Foundation)
- The Future of Sustainable Business (University of Oxford)
- Integral Business Coach (Coaching Center Berlin – coaching education ICF-certified and approved by DBVC and IOBC))
- Certified Scrum Master (Scrum Alliance)
- Applying KANBAN (Leanability Institute)
- Shaping Complex Businesses (IMD Lausanne)
- Leading High-Performing Businesses (ESMT Berlin)
- HR Management Education (University of Mannheim)
- Master's Degree in Psychology with distinction (Ruhr University Bochum)

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