

# Executive Coach and People Developer Profile – Melissa L. Schlimm

## About Melissa

Working with Melissa means **thinking outside the box** and **redefining the current viewpoint**. In particular, seasoned and experienced leaders benefit from questioning established routines to act agile and solution-oriented in times of change.

After more than 12 years of coaching experience, the change of perspective is always at the forefront of her work and **increases employees' sense of belonging**. In addition, the interaction of different perspectives increases employee productivity, as scenarios are viewed more holistically, and pitfalls are considered earlier. When Melissa facilitates workshops in her **highly energetic and motivational way**, she helps employees understand and engage with each other better as a team, while 1-on-1 coaching sessions are about discovering others' perspectives with insightful questions. Only those who can understand others can operate successfully. Melissa brings about a shift in consciousness in her clients, creating a new sensitivity to others and, thus, a new level of trust within the team.

Having worked in various **cultural contexts**, including Europe and the Gulf States, Melissa can adapt to individual ethnic, organizational, and generational contexts. From automotive to logistics to healthcare, her **broad industry spectrum** allows her to be flexible in various business contexts, complemented by her previous human resources and sales experience. As a result, Melissa brings a diverse portfolio of perspectives herself. She understands how organizations approach workforce development and implement HR strategies while knowing the day-to-day challenges employees face in the workplace.



## Qualification-Snapshot

Melissa published her book *The Mentoring Journal* in 2024 with the renowned management publisher Vahlen. She is a certified Neuro-Linguistic Programming (NLP) trainer and NLP coach. She has also learned the basics of EMCC coach accreditation. She is certified in several psychometric tools, including Predictive Index (PI), CATIL, and Cultural Intelligence (CQ). She is also certified by the Cultural Intelligence Centre (USA) to conduct CQ workshops. Melissa also holds a Bachelor of Law (LLB) and studied foreign languages (English, French, and Spanish).

### What matters to me...

*Three pillars that support our growth: are an optimistic attitude, commitment, and personal responsibility.*

*An optimistic attitude helps to seriously participate in one's own further development and allows a change of perspective. The commitment brought along ensures that one gets involved in leaving old ways behind and experiencing new perspectives. Ownership ensures that perspective shifts are practiced sustainably, with coaching supporting this sustainability and training providing the proper methods to start the journey of meaningful perspective shifts.*

*The optimism starts with the thought "I can," commitment with "I will," and personal responsibility with "I will," and these three pillars support personal growth and evoke meaningful change.*

**"Old moves don't change the game."**