



Kathrin Westermayer, MSc, MSc

Executive & Career Coach
Leadership Development Advisory

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“The Human Factor matters.”

Because People & Purpose drive Profit & Performance. Today more than ever.

In a rapidly changing and complex working world, a new style of leadership is required. To be successful and resilient, leaders increasingly need interdisciplinary competencies in the areas of **interpersonal skills, agility and self-efficacy**. In Coaching we strengthen these competencies and create a safe space for **reflection and development**. Understanding the human factor enables you to **unlock potential**, identify obstacles to growth – and overcome them.

What matters to me

- Trust, Courage, Growth
- Self-responsibility for Goal achievement
- Openness & Willingness for Self-reflection
- Appreciation & Collaboration as Partners

How I work with you

- Solution- & goal-oriented
- Ressource- & customer-centred
- Systemically & holistically
- Cognitive-behavioural oriented
- Method-neutral & according to the ICF

[Code of Ethics](#)

Focus Topics

- Human Factor in AI world, Resilience & Purpose
- Leadership 5.0, New Work, Gen Z
- Performance management, Motivation & Feedback
- Communication & Stakeholder management
- Talent management, including Succession Planning & Employee Retention
- Career management & Potential development
- Diversity & Intercultural Competence

Languages

- English & German native & (Coaching/Consulting/Seminars)
- French & Spanish (Conversation)

Clients

- Executives & Senior Management
- High Potentials

Education & Certifications

- Executive Coach, Henley Business School
- Associate Certified Coach, International Coaching Federation (ICF)
- Anti-Stress Trainer
- MSc in Counselling Sciences & Management of Social Systems, Sigmund Freud University Vienna
- Certified Psychological Counsellor, Sigmund Freud University Vienna
- Hogan Assessments Certified
- MSc in International Business, Vienna University of Economics & Business & University of Otago
- Certified Communications & Business Trainer
- Certified Project Manager, IPMA Level D

Work Experience

- Lecturer at Vienna University of Applied Sciences of Chamber of Commerce (“FWWien der WKW”), Human Resources Management
- ~20 years of professional experience in international companies such as OMV, Shell, HP, Oracle, Siemens, Deloitte, Austrian Airlines