



Christiane Hotz-Firlus

Consultancy and Coaching experience

Christiane was working as CFO and CEO in the software industry for more than 15 years. She started her coaching career in 2004. Her initial qualification to work as a business coach is a diploma in systemic coaching and as NLP Coach. Since then she has engaged in numerous activities of further learning and professional development.

One of Christiane's strongest assets is her own experience in managing companies in different development phases and levels of maturity combined with the ability to lead, develop and grow people towards leadership and personal development.

She helps her clients to understand themselves, their motivation and their own style. Christiane believes that coaching should be constructively challenging – carried out with understanding and empathy.

Christiane combines strong analytical skills and personal presence with a high respect for people's behaviour and their ambition to further develop themselves. She is good in getting to the heart of issues and keeping her clients focused on what really matters.

Her coaching experience is broad: she works with Board Members, Managing Partners, Senior Executives and high potentials, internationally as well as locally – one to one and with whole management teams.

Line management experience

Through her own career as Board Member of two software companies Christiane has a strong operational background; she knows the pressures of daily business and the challenges managers are confronted with.

Her active engagement in several Supervisory Boards of German PLC's keeps her up to date on actual questions of execution, strategy and leadership.

Background

Christiane is solidly grounded in her experience in Finance and Controlling, including two IPO's, related Investor Relation Management, HR and Administration.

Her initial education was in economics and engineering, with a master degree from the Technical University in Berlin.

Christiane works in association with SWAN, and is related to an international firm for executive coaching and leadership development.