

Profile

Dr. Martina E. van de Sand

Coach - Trainer - Consultant
Potsdam



After a long career in science and science management at three German universities, including twenty years in management positions, I decided to leave the university and become a consultant for academic institutions in 2017.

At the same time, I started postgraduate studies in coaching and organizational consulting and in 2021 I received my M.A. completed. My master's thesis deals with the topic of personnel development at universities of applied sciences and was published by UTB-Verlag in 2022 under the (German) title "Karriere an der Fachhochschule".

ACADEMIC EDUCATION

2021	M.A. Consulting in the Labor World: Coaching, Supervision, Organizational Consulting University of Applied Sciences, Frankfurt
2020	Certificate Mediation, University of Applied Sciences, Frankfurt
2005	Certified Junior Manager, Deutsche Management-Gesellschaft, Nürtingen
1996	Doctorate in Agricultural Sciences (Dr. sc. agr.), University of Hohenheim, Stuttgart
1988	Graduation (Diploma) Agrobiology, University of Hohenheim, Stuttgart

CAREER HISTORY

2006 - 2017	Establishment and management of Dahlem Research School, Free University Berlin Otto Stern School (GRADE), Goethe-University Frankfurt
1998 - 2006	Director, Office for International Affairs Executive Manager, Center for Tropical Agriculture University of Hohenheim, Stuttgart
1996 - 1998	Consultant, Seminar & Studies Department, Technical Centre for Agricultural & Rural Cooperation (CTA), Wageningen, The Netherlands
1990 - 1996	Research Associate, Institute for Soil Science, University of Hohenheim
1988 - 1990	Coordinator, Center for Tropical Agriculture, University of Hohenheim

COMPETENCIES AND EXPERIENCES

- Extensive management experience
- Establishing new organizational units
- Acquisition of funding
- Experience as an assessor and as an assessee
- Career development in academia
- Experience as a mentor and in the development of mentoring programs
- accredited coach

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My training as a coach was based on the person-centred approach according to *C. Rogers*. As a consequence, the focus of my coaching lies on the individual and their goals, desires and needs, and I see my role as supporting them in their search for and finding individual solutions.

All training courses are designed according to the needs of the respective target group. It is important to me not only to impart information and knowledge, but also to deepen this in interactive units and expand it through the experiences of the participants.

Consulting organizational units or institutions, my approach is based on the principles of systemic organizational consulting. I do not present ready-made solutions, but rather accompany in an individual development or change process. In doing so, I always keep an eye on the broader context.

MY CONSULTING OFFERS ARE

- in German or English language
- in presence or online

PRIMARILY AIMED AT

- Persons
- Teams and groups
- Organizational units in academia

INCLUDE THE FORMATS

- Coachings
- Trainings
- Workshops
- Process development

FOCUS ON THE TOPICS

- Career in academia
- Leadership and management
- Negotiation and conflict
- Acquisition of projects and funding
- Evaluation and accreditation
- Strategy and change