

## Agnes Joester



### Professional Development

- Since 2013 Expansion of the **vivo Consulting gmbh** team: Silvio Roduner, Eberhard Belz and Kurt Möri
- 2012 Founding of the consultancy platform **demograf.ch**, partner
- Since 2010 Founder and managing proprietor of **vivo Consulting gmbh**  
Organisational consultancy | Coaching | Seminars | Moderation;  
Guidance to people and organisations in transitions and with changing processes, handling of demographic change in companies & communities and Diversity Management
- Since 2009 Teaching staff for Diversity Management and Heterogeneity in Teams  
University St. Gallen
- Since 2007 Cooperation partner at MindStep, Bern (CH)
- 1998/2009 Organisational developer in Management Development at Helvetia Versicherungen, Head Office, (CH) responsible for: strategic Management Development
- Potential & High Potential Development programme
  - Change management guidance of national units in international company
  - Promotion of women in leading positions (Mentoring programme)
  - Pro-active handling with demographic change in the customer segment 50+ up to 'all generations together in one company'
  - Coaching and consultancy of middle and top management
- Strategic staff selection processes and instruments
- Development and establishment of systematic assessment/development processes and an online supported pre-selection process for future customer consultants (ac-online)
- 1997/1998 Senior Consultant at Malik Management Centre St. Gallen (CH)  
Development Programme for Managers and Change Management in service and industrial companies

## **Professional Development Agnes Joester**

- 1993/1995      Psychological psychotherapist at the psychosomatic department of the Brandenburgklinik Bernau near Berlin. Development of a career concept in therapeutical work. Working out cooperation between East and West Germany in daily life at the clinic.
- 1987/1992      Scientific staff for research and teaching at the TU Berlin with community psychology and clinical psychology as main subjects: empowerment and participation processes in urban development and psychosocial care. Qualitative research methods and systematic therapy concepts.
- 1984/1996      Trainer, consultant, coach and supervisor in Germany and Switzerland.

## **Education and further education**

- Certification as a visitor of the quality seal AgeCert, personnel development in compliance with age, 2011, Becker Stiftung Cologne
- Various types of further training in systemic therapy and consultancy methods, in group dynamics, management, business management methods etc. at IGST Heidelberg, at the Meilener Institute (CH), at Simon, Weber & Friends, Syst-Institute Munich and at the University of St. Gallen 1990-2011
- Training as a Tai Chi Kineo teacher, Berlin and Switzerland 1994-1995
- Behavioural therapy, dgvt, Berlin 1988-1993
- Systemic consultancy and therapy at the Institute for Family Therapy, Nijmegen, NL, 1984-1988
- Psychology degree course at the Ruhr University Bochum 1979-1986 Focus on: Clinical psychology, language and communication psychology, work and organisational psychology

## **Work abroad**

Switzerland, Austria, Italy

## **Qualifications**

- Clinical psychologist/psychotherapist (BDP)
- Supervisor (BDP),
- Senior Coach (BDP)
- Tai Chi Kineo Teacher
- certified HBDI Coach and Trainer
- certified assessor AgeCert at the Becker Foundation
- certified online coach

## **Working languages**

German, English