



“Leadership = clarity + heart”

Successful leadership starts with clarity, genuine connection, and inner strength. I support leaders in actively shaping change – with courage, empathy, and impact.

Industry experience: pharma | biotech | healthcare | financial services | consulting | building materials

Successful collaboration with e.g.

- Teva / ratiopharm
- Teva Biotech
- STADA
- AOP Orphan Pharmaceuticals
- Abbott
- Amgen
- Arcondis
- Hannover Leasing
- Knauf Insulation

Change begins with awareness

Deep understanding of people and change, clarity, foresight and heart are the principles of my work.

I support leaders, teams and organisations in promoting awareness – for themselves, for team dynamics, and for structural change. This means taking a close look, questioning quick answers, and identifying underlying patterns that influence decisions and relationships.

Often, we seek quick fixes and overlook what truly lies beneath. I help you to shape change at a deeper level – within yourself, your team, and your organisation.

Main areas of work

Executive Coaching & Leadership Development

- Individual coaching for executive leaders
- Sparring for strategic decisions & personal growth
- Sustainable leadership excellence for challenging times

High-Performance Teams & Conflict Resolution

- Supporting teams for more clarity, collaboration & efficiency
- Conflict resolution & mediation in sensitive leadership situations
- Emotional leadership: confident handling of emotions in teams

Leadership Programmes

- Designing & delivering tailor-made leadership programmes for companies

Process support in the context of change

Contact

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Professional background

Professional experience

- IKA – Friederike Hübner
- Founder & Managing Director of Change Consulting Hübner (2001-2023)
- Management Consultant at Arthur D. Little International Inc. (1996–2001) - Change Management
- Diplom-Kauffrau (Equivalent to Master's in Business Administration & Economics) – Universities Bonn & Düsseldorf

Worth knowing

- 20+ years of experience in developing leaders and organizations
- Deep yet pragmatic approach – customized, impactful solutions instead of one-size-fits-all methods
- Strong expert network for scalable and tailored solutions
- International experience (German, English, Dutch)

Specializations & qualifications

- IPS therapist (Intrapsychic Systems Work according to Monika Schneeweiß)
- Psychodynamic organisational consultant (P.O.P. Psychoanalytical Society, Düsseldorf)
- Systemic Consultant
- NLP Master Trainer (DVNLP)
- Organizational Learning (trained by Peter Senge, Canada)
- Holistic Constellation Work
- Holotropic Breathwork
- Consciousness Studies
- Psycho-Kinesiology
- Certified Mental Trainer
- Certified in Insights/DISC Personality Assessments

