



*Ability is what you're capable of doing.  
Motivation determines what you do.  
Attitude determines how well you do it.*

- Lou Holtz

## Vera Blank – N Vision Senior Consultant Profile

Vera Blank is a senior organizational consultant, trainer and coach with over 20 years of experience in the fields of personal, interpersonal and organizational change. Her areas of expertise include managing change, overcoming resistance to change, building effective cross-functional teamwork and developing leadership capabilities to promote appropriate change at all levels.

As an expert in supporting companies to implement successful change, Vera works with senior management, key change agents and project managers helping them to understand change and build change management into their initiatives within the context of the business needs of the organization.

Combining her knowledge of change management with her expertise in human capital development, she provides guidance and coaching to those committed to developing their ability to lead change in their organization. Her goal is to help create and sustain the culture, values and behaviors that drive business results. She has worked in a variety of industries including financial, food & beverage, aerospace, high tech and consulting companies across Europe and the U.S.

As an executive coach, Vera takes a flexible approach and adapts her style to the needs of both the individual and the organizational circumstances. Personal and leadership competences including self awareness, self management and personal impact are developed by supporting each individual's uniqueness. Her coaching style is holistic, values-based, action-oriented and emphasizes the whole person. Her purpose is to help people move forward, achieve their goals and to be congruent with their values. Vera believes that work-life integration is a critical success factor for developing the executives and leaders for the future

Vera's experience ranges from working with young, dynamic and entrepreneurial leaders to coaching management executive teams through turbulent times of organizational change.

She also assists organizations in developing change management as a core competence, focusing on developing change management processes, and competencies. Her vision is to help develop resilient organizations capable of implementing change faster and more effectively leading to sustainable business growth and competitive capacity.

### Educational background

Certificates: Systemic Organizational Consultant, Mediator, Process Consultant, Accelerating Implementation Methodology, NLP Practitioner, Script-Analysis (TA)

### Additional information

Vera Blank was born in 1961 and lives in Munich since 2000. She delivers her consulting and training services in German and English.