

Hello, I´m Victoria Beckers,

Founder and Managing Director of Energie durch Entwicklung and a passionate leadership, organizational, and culture development expert.

Since 2011, I have been supporting medium-sized companies with both commercial and industrial employees in initiating and successfully implementing necessary change processes—sustainably and in close collaboration with their leadership teams.

With a deep understanding of the critical points within an organization and many years of entrepreneurial experience, I advise and support owners, executives, managers and HR professionals in a targeted and effective manner throughout the entire transformation process. My strong hands-on approach ensures quick wins, which in turn create momentum for sustainable development.

The leadership team plays a particularly important role in the success of transformation processes: alongside clear, actively implemented organizational structures and a people-oriented corporate culture, the key to successful change lies in activating and empowering leaders. For this, we offer an extensive professional development program.

In addition to expertise, experience, and implementation strength, I provide my clients with space for open, trust-based communication - creating the opportunity to uncover hidden conflicts and develop effective solutions.

I am the sparring partner who helps companies position themselves for the future, ensuring an organization with satisfied and motivated employees.

*“Everything we do and
don’t do, everything we
say and don’t say, has an
impact and a
consequence.”*

- Victoria Beckers -





PROFESSIONAL & PROJECT EXPERIENCE

- Since July 2011: Founder and Managing Director of Energie durch Entwicklung GmbH; led over 100 change and development projects in organizational, cultural, team, and leadership development.
- Director Human Resources Europe, Middle East & Africa, Wacom Europe GmbH; focus areas: HR and organizational development, leadership development and coaching, member of the Global HR team, project manager for global HR and change projects.
- Various roles in International Audit, International HR Management, and International Organizational Development, METRO Cash & Carry International GmbH.

EDUCATION

- Master of Arts in Mediation (M.A.), focus on business mediation, Europa-Universität Viadrina, Frankfurt (Oder)
- Diplom-Kauffrau (FH) (Comparable to Master of Arts in Business Administration), focus on corporate finance and business management, Hamburger Fern-Hochschule

WORKING STYLE

- My work combines years of experience with a wide range of methods, based on a systemic approach.
- I offer all services in both German and English.
- I work on-site worldwide or digitally via MS Teams or Zoom.
- Individual coaching can also be conducted at our premises in Korschenbroich.

QUALIFICATIONS

- Various advanced trainings in communication psychology, Friedemann Schulz von Thun Institute for Communication
- Emotion Code® and Body Code® Practitioner, Dr. Bradley Nelson, USA
- DiSC® Certification, YouMagnus AG
- LEGO® SERIOUS PLAY® Facilitator
- Facilitape – Visual Facilitation
- Systemic Business Coach (ICA)
- ThetaHealing® Practitioner, THINK Institute, USA
- Agile Coach, me&company GmbH, Düsseldorf
- Hogan Assessment Certification, metaBERATUNG, Düsseldorf
- Certified in Innovative People Development (CIIPD), Global Academy of Finance and Management®
- Coach certified according to ISO 17024
- Organizational Development Professional, Trigon Development Consultancy
- Professional Speaker Training, Barbara Rogoski, Netherlands
- SySt® Business Special, SySt Institute, Munich
- Transactional Analysis, Constanze Rau, Bonn
- Advanced Energy Psychology, Fred Gallo, USA
- Generative Trance and Generative Self, Stephen Gilligan, USA
- MBSR (Mindfulness-Based Stress Reduction), as well as awareness and mindfulness meditation
- Systemic Constellations (family, organizational, and personal constellations), Stephen Victor Inc., USA
- Conflict Management according to Ho'oponopono, Dr. Hew Len



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