



Isabel Poensgen

EXECUTIVE COACH

OVERVIEW

Isabel Poensgen has many years of experience in the development of coaching programs. In recent years, she has worked internationally as a coach, especially for top executives and their teams. From 2019 to 2022 she had built the Executive Coaching Program Europe for BCG, where she led teams of coaches and senior advisors who coordinated with selected cohorts of executives to implement changed governance and a common focus on achieving transformational goals.

APPROACH

In working with top executives, Isabel takes on a pragmatic approach. Coaching goals usually serve to achieve concrete business objectives. As a sparring partner, she brings in an external perspective, helps to find concrete starting points for behavioral change and supports in understanding and responding to third party perspectives and agendas. Her coaching interactions are characterized by clearly articulated observations and feedback, tangible suggestions for behavioral and mindset regulation, and do not lack humor. In addition to working 1:1 with clients, Isabel has in-depth experience in team development according to P. Lencioni.

CAREER

After building up and leading BCG's internal Coaching and Career Services from 2003-2013, Isabel founded Bernotat & Cie. GmbH with 2 other partners in 2013. As a coach she worked for the World Economic Forum and various DAX companies and global players. After changes in the shareholder structure, she went back to BCG in 2019 to build up the European Coaching Program for BCG clients. Here she established a team of C-suite executives who received a coach certification. In "at scale" transformations, this team supported large transformations as a companion module. Since 2023 Isabel has been working freelance and in close cooperation with the Bernotat & Cie. successor company.

PERSONAL

Isabel lives in Lüneburg and Provence. She coaches in German and English, and speaks French. She graduated with a diploma in psychology from the Johann-Wolfgang-Goethe University in Frankfurt, followed by further training in organizational development at the MZSG. Isabel is certified for DISC, MBTI, Profilor, Hogan and FiroB. She is also a certified SCRUM Master and SAFe Agile 5 certified.