



## Nanna Rüster

M +49 (0) 172 694 60 69

[nanna.ruester@upgrade.swiss](mailto:nanna.ruester@upgrade.swiss)

[LinkedIn](#)

### Leadership is communication. Communication can be learned.

#### My Passion

"My consulting work often begins with clarification processes: a clear positioning as a leader or functional role in an organisation, clear team/area assignments and visible orientation; clarification of goals and visions, recognizing learning fields and strategic levers for more effectiveness, a clear understanding of interrelationships and ambivalences...the end result is a significant increase in your strategic effectiveness and that of your team.

My task is to support you in fully penetrating your role as a leader and creatively fulfilling it with entrepreneurial ambition. I accompany you in organisational and personal change processes with the aim of effectively combining strategic and communicative aspects so that you achieve your goals with greater ease.

My goal is to keep you "fit" as a personality for your appearance on the professional stage and to make optimal use of your sovereign charisma - entirely in the sense of "Next Level Leadership".

One of my passions is to constantly adapt to different personalities, professional roles and their rules of the game. In doing so, I meet my clients with empathy and respect, but also with heartfelt directness. Persistence and discipline are as much a part of my work as courage, creativity and humor.

My focus is on the individual coaching of specialists and managers, including management teams, who shape and lead diverse transformation processes.

In addition, I advise strategy and business unit leaders and accompany transformation paths in teams. Changes in organisational cultures, - for example towards more agility or an efficient workflow in cross-functional teams - are often triggers for my ventures in different industries, while conflict mediation and working on resilience skills are increasingly part of my mandate."

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## Consulting focus

- **Personal executive coach in various organisations.**  
Executive coaching, development of leadership skills and competences for the implementation of strategies, team leadership, OE processes, self-organisation and crisis management.
- **Organisational development and team development.**
- **Performance of top managers & management teams.**  
Supervision of management teams, individual counselling of executives, as well as presentation trainings
- **Conflict moderation and mediation in various constellations.**  
Leadership of employees and teams also in conflict situations, in national and international cooperations
- **Transformation of organisations (agile and non-agile).**  
Storyboard and structuring of planned content, facilitation of various team retreats, strategy workshops and summits. Supervision, consulting and coaching of managers

## Professional career

- She has been working as a coach and consultant in various international companies since 2005 and today has profound expertise in different industries, operational and organisational structures.
- She has been a senior consultant at Upgrade Organisationsentwicklungspartner, Frankfurt am Main, since 2015 and a partner since 2017.
- As head of PR of an IT start-up in Frankfurt am Main and shaped the company's development from 1996 to 2002.
- Nanna Rüster lives in Frankfurt am Main and has 2 adult children.

## Training and further education (excerpt)

- Certification in business and conflict mediation.
- Certification as a Personal Business Coach.
- Certification as Scrum Master.
- Diploma in Art and Culture Management, HdK Utrecht.
- Diploma in Dance, Rotterdamse Dansacademie.

## Client selection

- Deutsche Lufthansa Group, international.
- Gesellschaft für Internationale Zusammenarbeit (GIZ), internat.
- Swisscom Schweiz AG, Bern.
- IPG Health, Frankfurt.
- Heike Strelow Galerie Frankfurt.