

Summary of Experience

Andreas Liebrecht works with industrial firms' leaders and their teams to translate challenging strategic changes into sound processes and tangible results that reassure the integration into daily business routines in order to generate bottom line results. Focused primarily on operations and the integration of lean manufacturing transformation processes, leadership development and cultural change management approaches, he has a strong track record in the automotive (OEM and suppliers), medical device, laboratory equipment, chemicals, wind energy and consumer goods industries. Andreas brings a particularly strong emphasis on organizational development aspects of coaching, development and implementation of leadership programs and instruments with a strong focus on value add processes, implementation of team based organization cultures, team-development and team-coaching. He has developed and delivered a range of training / improvement programs, working in both German and English on both national and cross-national initiatives for clients including DuPont, Ford of Europe, Volkswagen, Getrag Ford Transmissions, Sika AG Switzerland, Henke-Sass Wolff GmbH, Vestas Wind Systems, and British American Tobacco. Prior to his external consulting career, Andreas worked as a team leader and lean change agent for both Volkswagen and Ford. He has also written several articles on strategy deployment methods and is co-author of the tool-book "Fit for Change" Volumes I and II.

Selected Accomplishments

- Led a lean deployment for a tool shop unit at an automotive OEM that incorporated value stream mapping and design to identify significant savings and then designed and delivered capability development programs to help the client bring their business back to profitability within 1 1/2 years of work; 1200 employees were trained and supported to raise their capabilities to drive their business using lean principles and methods.
- Co-designed a "Lean Learning Academy" program for executives and leaders of the second and third line level of a leading international firm in the wind energy business that included delivery of Lean Leadership, Change Management and Policy Deployment training modules worldwide supported by consulting activities in various plants and business units in order to strengthen the managements' capabilities to implement and drive lean.
- Adjusting the Policy Deployment process at a process industry firm by using the company's objective deployment standards and tools, rearranging the performance review and gap analysis process, and working with work teams and leaders on teambuilding concerns that strengthened their capabilities to work across organizational silos.
- Worked as an internal process consultant at an automotive OEM based in Cologne where he was responsible for the implementation of Lean Management and Change Management processes in various areas (R&D, Manufacturing, Tooling, Central Maintenance, Pilot Plant) leading a project team of ten change agents; the objective to reach the highest OEM specific implementation level of Lean in these areas was fully met.
- Designed and delivered launch-specific and shop floor related training programs for product coaches, engineers and launch leaders at the an automotive OEM across Europe; these programs were designed to support the customer's "Launch Readiness" strategy and incorporated an improved TWI vocational training methodology and over 150 product coaches were trained according to schedule across Europe.
- Designed and implemented a strategy driven Policy Deployment approach at a medical instruments company that led to a lead time reduction (time to market) of 20%; this initiative was part of the 2010 breakthrough Vision of the customer.
- Designed and implemented a strategy to revitalize the team-based organization at a laboratory equipment firm that was designed to support their *kaizen* efforts, involving the company's management team, the unions and all team leaders and team members; team maturity levels were significantly raised according to the team development plan.
- Shadowing and composing a leadership development plan for an R&D executive of an automotive supplier to strengthen his leadership effectiveness; continuous coaching activities for twelve months.

Educational Background

Certificate in Systemic Solution- focused Counseling and Organizational Development
Certified Performance Improvement Manager; ISPI, Ithaca College (U.S)
Certified Business Mediator, Centre of Scientific Education, University of Lüneburg, Germany
Diploma in Educational Sciences, University of Lüneburg, Germany