

BRIGITTE D. LIPPMANN

STRATEGIC TALENT LEADER - PRAGMATIC CHANGE AGENT

DETAILS

ADDRESS

Hattersheim, 65795

PHONE

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EMAIL

brigitte.lippmann@me.com

NATIONALITY

German & American

SKILLS

Talent Management



Change Navigation



Communication Skills



Operational HR



Transformative Change



Strategic Planning



Culture Adaptation



LANGUAGES

English



German



French



Spanish; Castilian



PROFILE

Experienced Human Capital and Talent Leader building world-class HR teams and leading organizations to deliver talent as a competitive advantage. Dedicated to integrity and purpose enabling employees to contribute their highest potential and institutions to achieve their financial and operational goals.

EMPLOYMENT HISTORY

Founder, Lippmann International LLC

USA and Europe

Oct 2013 — Present

Orchestrating the “movement” of talents within constantly changing environments – up in hierarchy or across functional, cultural, geographic or organizational boundaries. Particular focus on ESG, Talent Strategies and Processes, Change Management, Mindset Change, Cultural Intelligence and Diversity & Inclusion topics. Clients include 6 of the top 10 global Pharma companies.

HR Director - EMEA (Interim), Marriott International

Frankfurt, Germany

Feb 2021 — Mar 2022

HR Business Partner to the heads of EMEA-wide Business Operations and Lodging Services. Responsible for the cross-discipline Eschborn Headquarter as well as satellite countries (Benelux, France, Italy, Russia, Spain, Turkey). Responsible for all generalist-related aspects of HR, such as creating HR/Talent strategy to support business objectives, improving People Pipeline Management, Learning & Development of associates, Diversity, Equity & Inclusion, Engagement and Organizational Health, coaching of leaders on all employee matters.

Global Head, Talent Management, Johnson & Johnson

New Brunswick, NJ,
USA

Jul 2007 — Aug 2012

Responsible for all aspects of talent management for the Consumer business (~25.000 employees); as well as regional responsibility across all J&J businesses for Latin America; leading a global team; partnering with Company Group Chairwoman and her global executive team. Focus on Succession Planning, creation of aligned Performance Management philosophy, establishment of future-relevant KPIs.

Vice President, Pine Street, Goldman Sachs & Co.

New York, NY, USA

Feb 2006 — Jul 2007

Key member of the Pine Street group, which focuses on the leadership development of the senior leaders (Partners and Managing Directors) of the company as well as key clients. Worked directly with the founder, Steve Kerr, former thought leader of GE Crotonville.

LINKS

[LinkedIn](#)

[Twitter](#)

[Xing](#)

Director, HR Organizational Effectiveness, Pfizer Inc

New York, NY, USA

Aug 2003 — Feb 2006

Responsible for the roll-out and effectiveness of people-related processes (such as performance management, talent planning, leadership development, change management) throughout Europe, Canada, Africa and the Middle East. Leveraged tacit knowledge process to navigate and drive organizational change to increase individual and organizational performance.

Engagement Manager, Capgemini / Katzenbach Partners LLC

Europe & USA

Mar 1995 — Aug 2002

Consultant focusing on nexus of organizational and strategic discipline. Managed projects in the USA, Mexico and across Europe in several industries with a heavy focus on health care.

EDUCATION

Master of Arts in Organizational Psychology , Teachers College, Columbia University

New York, NY, USA

Aug 2001 — May 2003

Concentration: Adult Learning, Leadership and Organizational Development and Conflict Resolution, GPA 4.0/4.0

International Master of Business Administration, Helsinki School of Economics and Business Administration

Helsinki, Finland

Jan 1993 — May 1994

Bachelor of Business Administration, WHU – Otto Beisheim School of Management,

Vallendar, Germany

Oct 1990 — Dec 1992

CERTIFICATIONS

Certified ILP Coach

Jun 2019 — Oct 2020

Also certified: Myers-Briggs Type Indicator (MBTI), LIFO®, Denison's Culture and Leadership Development tools.

OTHER

- Resided in 7 and worked in over 20 countries
- Visiting faculty at the WHU – Otto Beisheim School of Management, Vallendar/Düsseldorf, Germany (2019/2020) and the CASS Business School, City University London, London, UK (2015)
- Expert resource for the United Nations (New York) in developing people and tacit knowledge-centric management tools for the peace negotiations group (UN.org/peacemaker) (2004)