

# *facilitated* LEARNING

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*Design and Facilitation for Work Group Performance and Development*

## SUSAN DOERING

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Susan Doering has over ten years experience designing and delivering training in organizations for staff and managers with diverse national and cultural backgrounds in three main areas: career planning and development including skills and competencies development; performance management and development; and business ethics and diversity.

Dr. Doering is certified and internationally accredited as a career coach (ICF) and has developed a proprietary coaching framework for women, the *Women's Career Wheel*, that takes specific account of five career phases to assist women in assessing their aspirations in relation to their specific career transitions and paths. Her coaching is individualized and confidential, allowing each person the freedom to explore options and gain insights separate from workplace pressures and relationships.

Susan works with individual leaders and groups to develop skills in managing performance, communication, engaging a culturally diverse staff, and dealing with underperformance issues, often training manager who are working in non-traditional challenging environments such as field missions of international organizations. She is based in Vienna, Austria and comfortable working with the diverse expatriate clients that staff the many global entities operating there and their staff in Europe, the Middle East, and Africa. She is fluent in English, French, and German.

Dr. Doering earned a Bachelor of Arts (Hons.) and Master of Arts (Hons.) in Modern Languages, French and German, from Oxford University (Great Britain) and her Doctorate (PhD) in German, French Comparative Literature from the University of Vienna (Austria).