



**Annette B. Czernik**  
Hogan Coaching Network

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- Executive Coaching**
- Leadership Development**
- Change Management**
- Career Management**
- Talent Management**
- Women Executives & Leaders**
- Organizational Development & Effectiveness**
- Onboarding**
- High Performance Individuals**
- 360° Surveys / Feedback**

### **Background**

Annette Czernik is a business economist and leadership/executive coach who has conducted over 600 Hogan feedbacks and facilitated a total of over 1,800 hours of coaching. Annette supports managers and teams to increase their strategic self-awareness in building and maintaining relationships and leading more effectively. Since 2017, Annette has been working as a senior consultant for the German Hogan distributor RELEVANT Managementberatung in various leadership, team, and organizational development projects.

Her prior diverse corporate career in the financial industry at Deutsche Bank Group for over 25+ years comprises different roles in the Private and Business Clients area, Asset and Wealth Management, as well as IT and Human Resources. Annette led international teams in her home country and abroad, managed and contributed to multiple projects with global reach, managed teams virtually, and worked and lived in New York City for many years. She works with the same level of comfort in English and German.

### **Professional Experience**

*Senior Consultant*, RELEVANT Managementberatung, German Distributor of Hogan Assessments

*Vice President Human Resources*, Deutsche Bank Group, Frankfurt, Germany & New York, USA

*Assistant Vice President Human Resources*, Deutsche Bank Group, Frankfurt, Germany & New York, USA

*Associate Private & Business Clients*, Deutsche Bank Group, Hanover, Germany

### **Education**

M.A. in Work Science, University of Hanover, Germany

Diplomas in Banking, Economics, and HR Management

Graduate of the Institute for Professional Excellence in Coaching (IPEC), USA, and Story Coach Inc, Israel

### **Client Experience**

Automotive, aviation, consumer goods, creative design, energy, financial services, food, hospitality, IT, nursing services, pharmaceutical, plant engineering, television network, travel