



GAWBL-Summit 2018

German-Arab Women Business Leaders

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Dr. Julia Sperling

Partner McKinsey, Frankfurt/Main, Germany

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Julia is a medical doctor, neuroscientist, and partner in McKinsey's Frankfurt office. She completed research fellowships and electives at Harvard Medical School, Queen Square (London), and the World Health Organization prior to joining McKinsey. She is a global leader in McKinsey's Organization Practice - the practice in charge of all of McKinsey's work on talent and leadership, organizational design and analytics, and cultural change and performance transformations. Julia is also a founding member and has been the leader of McKinsey's Healthcare Systems & Services Practice in the Middle East. In 2017, Julia moved back to McKinsey's office in Germany after a decade abroad.

Julia is an expert in addressing organization and people-related projects across different industries. Examples of her recent work include the following:

- leading the organizational development and transformation programs in various industries from healthcare to utilities
- revamping the talent cycle, including recruiting, deployment, and development in various industries (including public and private sector)
- designing the operational model for a national leadership development school, including capability building offering, assessment and development center, research arm, and innovation unit
- designing a product-based organization with implications on talent pipeline, sizing, and change process

Julia has also overseen McKinsey's work on women in leadership in Saudi Arabia for the past decade and was recently awarded with the Saudi Aramco partnership award for her leadership. In 2017, she took over the 'Chefsache' initiative, which aims to help women reach and thrive in leadership positions in Germany.

Julia is a native German speaker and fluent in English, French, and Spanish. She also speaks Italian and has a basic knowledge of Modern Arabic.