



... für zukunftsfähige Führungskräfte & Unternehmen



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... means ... **setting courses – together!**

How will this work? I will not push or pull you into my own direction. I will, however, co-develop a customized solution together with my customers. In order to do this successfully I have to understand your goals, recognize existing objectives and adapt to company dynamics - especially your corporate culture. Unlike many other consultants, I will not only suggest and design strategies from outside, but support and moderate throughout the whole process in a goal- and solution-focused, appreciative manner.

#### MY FOCAL POINTS

- Planning, supporting and facilitating of Change Projects
- Organizational Development with special regard to Corporate Culture and Learning Organizations
- Team Development
- Conflict Intervention/Solution in Teams & Project Teams
- Designing and conducting of tailored Personal Development Programs - focused on social & leadership skills
- Training & Coaching at the junction of Personal/Leadership Development and Organizational Development
- Coaching for Individuals, Teams & Project Teams - MSc-Degree
- Consulting/support of HR-Business Partners with regard to specific issues in the field of Gender & Diversity Management

#### CUSTOMER BENEFITS

Interpersonal factors and the lack of social & leadership skills add up to hidden costs in your balance sheet. To name just a few:

- endlessly adjourned decisions,
- insufficient strategy implementation,
- fluctuation, tensions and losses caused by conflicts,
- uncompleted projects or projects exceeding budgets.

On the other hand

- resolved conflicts
- goal and co-worker oriented leadership and
- overall cooperation

will lead to **higher motivation**, more **efficient collaboration** & **higher productivity**. Resulting in **timely** and **cost-effective completion of projects**. Clearly defined goals and **strategies** which are **well implemented** lead to **relevant synergies**.

#### WHAT YOU CAN EXPECT

- ✓ **Clear, frank, and open communication** which cuts to the chase and pin-points flaws and areas for improvement  
... twinned with a high **respect and appreciation** for my customers' needs,
- ✓ **Creativity** and willingness to find **new solutions**  
... combined with a very **structured work style**
- ✓ **Profound and extensive knowledge and training**  
... paired with a true **hands-on mentality**



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Initiative  
Unternehmenskultur

## ABOUT ME – OCCUPATONAL CAREER

- since 2003 **Self employed business consultant, coach & trainer**  
→ see focal points above
- 1999–2002 **Project Manager, Project Coordinator & Social Reserarcher** for EU-funded transnational projects  
Focal Points: Regional Development, Labour Market Politics, Diversity & Gender Mainstreaming
- 1995–1988 **Project Assistant & Free Lancer in PR & public affairs**  
PR-Agency „Pro & Co“,  
Office of Public Relations Danube University, Krems
- 1991–1995 **Journalist** at news magazine „Profil“/Vienna  
Dep. of Economics

## ABOUT ME – STUDIES & FURTHER EDUCATON

- ✓ **Post graduate Master-Program "Systemic Solution- focused Coaching for Individuals Teams & Project Teams"** at the ESBA - European Systemic Business Academy. Teachers: Karl Tomm, Jürgen Hargens, Insa Sparrer, Mathias Varga von Kibéd
- ✓ **Systemic structural constellation: Syst<sup>®</sup> Sparrer/von Kibéd**
- ✓ **International Civil Crises Management**  
CMC Finland, Internat. Hearing
- ✓ **Project Management: IPMA-certified**
- ✓ **Large Group Moderations: Open Space, Real Time Strategic Change, Future Conferences, Appreciative Inquiry**
- ✓ **Story Telling/ Narrative Techniques**
- ✓ **Systemic Change Management**
- ✓ **Diversity Management & Intercultural Competences**
- ✓ **Conflict Management**
- ✓ **Train-the-trainer-Program: Moderation, Conflict Management, Team Building, Motivation, Rhetoric & Presentation** at AGB Austria
- ✓ Ongoing self-sought further education by taking part at events & conferences on **theory & consulting techniques in the traditions of the systemic-constructivist approach of The Vienna (Exner, Königswieser) & Heidelberg School** (H. Stierlin, G. Weber, G. Schmidt, F. Simon)

- 1992–1999 **Sociology & Political Sciences at Vienna University: MSc**  
Focal Points: Applied Sociology of Organizations, Systems Theory, Sociology of the Media & Health Systems
- 1989–1991 **Newspaper Editor** at *Main Post* & Schmidt Würzburg

## ABOUT ME - SELECTED CUSTOMERS

ABB, Robert Bosch AG, Denzel, Ford Automotive, Euresst, IVM  
Technical Consultants, Lenzing/Wood Competence Research Cluster,  
NCR, oesterreichs energie, Schäfer PEEM, t-mobile, Vamed  
Various Ministeries & their Departments: e.g. Labour Market & Economy, Health, Infrastructure & Technology, Research & Education, Labour Market Service Agency, Municipality of Vienna  
Caritas, Wiener Hilfswerk, Austrian Integration Fund, OSCE

Vienna University, University of Economics, Business College  
"Technikum Wien", Business College "Campus Wien"

2004–'11: Projects as Cooperative Business Partner for customers from Dr. Kesselmann&Partner/Germany e. g. Department for Federal Crimes, Television & Broadcasting Companies, various ministeries and their departments in GER