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me – personally

In 2002 I quit my former employed position as a project manager in a Viennese business consultancy and set up my own company, *weichenstellen*, at the junction of HRD and OD - personal- and organizational development:

- facilitating moderation and support during organizational development, strategy and change management processes,
- coaching & training Executives to develop their leadership and social skills

My customers mainly compose of industry and IT companies, government departments & public administration as well as organizations from the non-profit sector in GER, AU & GB.

The benefit and necessity of gender mainstreaming and diversity management has been a field of interest & expertise to me since the early 90s. My know-how as an experienced consultant in HR and OD-projects, plus my gender-& diversity-expertise converge, when I support your company – together with my partners from gdi-consulting – to develop diversity as a strong source of innovation, to make every employee deploy his/her full potential, to create new career paths which are tailored to stages in life – and to form a corporate culture which supports and contributes to these goals.

I've been promoting gender equality & diversity, since I believe in them as one of the strongest powers teams & organizations may benefit from. You can learn most from those who see things differently and work in different ways. Mutual appreciation is the key to make it work!

university studies & further education

- **post-graduate MSc-curriculum in systemic, solution-focused coaching of individuals, teams & project teams:** 5-semesters at ESBA, European Systemic Business Academy, Teachers: I.Sparrer, M.Varga von Kibéd, K. Tomm, J. Hargens
- continuous self-guided learning in **lectures, seminars & workshops** conducted **by experts in organizational development** from the **school of Vienna and Heidelberg**: R. Königswieser, G. Schmidt, F.G. Simon/ Vienna, AU
- **international civil crises & conflict management/** CMC Finland – European wide selection process
- **systemic change management** – Kissel Consulting/ GER
- **diversity management** – Swartz, Gardenstein/ Vienna, AU
- **large group moderation:** Open Space, RTSC, Appreciative Inquiry – ÖSB & IFA/ Vienna, AU
- **train-the trainer-curriculum:** 15-months – Paul Lahninger/Salzburg, AU
- **studies in sociology & political sciences, MSc-degree** – University of Vienna

professional experience

- **employed consultant & project manager** – IFA consulting agency/ Vienna, AU
- **project manager & project coordinator** in transnational EU-projects: mainly in the field of regional development, science & education policy and labour market policy/ Vienna, AU
- **editor & journalist** – „Profil“-magazine, Vienna/AU & different monthly magazines, GER

my propositions

- **sparring** at eye-level for board members, HR- & OD-directors to address **gender, diversity & inclusion** with a **strategic approach**
- **raising awareness and convincing Executives** to realize the benefits of diverse teams & mixed leadership
- **planning and facilitating projects & processes with sensitivity & creativity** – relying on a broad range of methods & tools emerging from fundamental knowledge & experience, both as a business consultant & coach as well as a gender & diversity expert
- **accomplished executive & team coach** – develop female Executives from functional into management and board roles
- **German mother tongue, English professionally fluent**

your benefit

- ✓ **highly-loyal, motivated employees, experts and executives who deploy their full potentials**
- ✓ **a corporate culture fit for future challenges** – such as
 - competing for a rarer number of highly qualified people,
 - facing demographic shifts, aging societies and staff
 - entering new multi-cultural markets,
 - targeting new groups of customers,
 - by putting gender, diversity & inclusion into the company's strategy & management practice.