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Profile

Profession

Management & Organization Consultant
Leadership & Self-Leadership Coach
Author

Core Expertise

Purpose-driven Self-Organization & Self-Leadership
Design-based Organization Development
Change Management & Reflective Practice

Publications

My book published with
 Schäffer-Poeschel
 2019

Dialogue- and Learning Culture in Organizations
 Cultivating purpose driven self-organization with EvoluCreation®
 (German)

Article in the ANSE Journal
 Volume 4, Issue 1
 June 2020

The Art of Reflective Learning
 History, science, and practice of comprehensive understanding,
 effective problem solving and deliberate action (English)

Article in the book
 »Das Zukunfts-Canvas«
 Schäffer-Poeschel, Aug 2020

Intrapreneurship
 How entrepreneurial spirit and crisis can boost an agile and innovative
 business culture (German)

Article in a book by IAF Mainz
 »Arbeit mit Sinn«
 September 2020

Six Guiding Principles for Purpose Driven Self-Organization
 Proposals for a purpose-driven organization and life (German)

Article in the Zeitschrift
 Führung + Organisation zfo
 October 2020

Power in the Self-Organization
 Opportunities, risks, and constructive use of power in self-directed
 collaboration (German)

Workshop Topics

Cybernetics and Six Guiding Principles of Self-Organization

Cybernetic dynamics as well as the six guiding principles are explained and elaborated from an individual and organizational perspective.

Structures and methodologies are just one side of the token on the way to self-organization. To really make it work and sustain, a deeper understanding of key principles of self-organization is essential. Individuals and units need to embark on a personal and collective learning journey to establish a common understanding and acquire key faculties in order to sustainably perform at a high level as well as to foster the evolution of themselves and the team in parallel.

The Self-directed Team

A comprehensive »toolbox« for the self-directed, reflective, and high performing team.

A self-directed team needs a useful scaffolding in order to be functional and productive and at the same time effectively navigate through the different stages of their evolution from *forming* to *high performing*. A clearly defined purpose as well as structures, processes, resources, and values build the framework. In addition, for a team to excel in their achievements and to effectively deal with problems or constructively solve conflict on the way, some models as well as a set of crucial techniques and skills can help.

Power and Empowerment in Self-directed Collaboration

Deeper insights into power structures and dynamics in teams. Tools to resourcefully unleash and engage power in constructive ways.

Self-directed collaboration requires a resourceful understanding of power in order to effectively include people and contributions for the common purpose. Informal hierarchies and one-sided interests must be avoided to build trust and achieve high performance. Awareness of team dynamics and competencies for problem and conflict resolution are crucial just like the ability of the team to switch between the two levels: engaging in activities and evolving as a team.

The Psychology of Change

The eight psychological dimensions in change processes and their typical symptoms. Effective coping strategies for individuals as well as transformation strategies for organizations for each stage.

Individuals, teams, and organizations are experiencing different psychological dimensions when going through major change. Coping with significant change is challenging our emotional and cognitive resources that we must not only become aware of but also learn to constructively work through. If we don't, we may get stuck in trying to solve issues by increasing efforts or overstressing *what we know* instead of exploring and applying *what is needed*. It's important to understand the psycho-dynamics of change in order to design effective coping strategies – on an individual as well as a team or organizational level.

Workshop Topics (cont.)

Purpose-driven Self-Leadership

Models and tools to successfully navigate through life and deliberately shape the personal future.

The most important prerequisite in the VUCA-world is effective self-leadership. To master the challenges of the digital life, a disruptive environment, and increasing self-direction of teams and organizations, we must know and manage ourselves well. Continuous learning and improvement starts with each individual in order to stay engaged and healthy, maintain workability and strive for life as well as career goals. *Co-creation* and *Me-creation* must go hand in hand.

Design-based Transformation towards an agile »Future of work«

The art of driving transformation by synthesizing structures, processes, methodologies, and tools. At the same time fostering diversity, creativity, empowerment, and co-creation. Enhancing learning agility, the courage to step on new territory, and perceiving challenges and disruption as opportunities.

The work environment is challenging people in two ways: *to do new and different things* and also to *do things differently*. Thinking and behavior are subject to becoming more agile and creative to keep up with fast and disruptive change. In the process of continuous learning, experimenting, and co-creation we solve problems and shape our future by moving forward iteratively. Navigating ourselves successfully in the transformation process is key to effectively lead an organization and contribute to the team. A design-based approach provides a structured, yet highly agile scaffolding that synthesizes all crucial levers for successful transformation.

What used to be called *change management* (as a set of interventions to change a certain condition into a new one) is reaching the level of *transformation* (in the means of a continuous process of adaptation and learning) and will soon merge into *self-designed evolution* (as the symbiosis of reflective learning and co-creation as one integrative, sustainable process).

The Art of Reflective Learning

It's the key cognitive and action-oriented capability as such for continuous learning from experience to expand our frame of reference and broaden our coping strategies. And to deliberately create an aspired reality – be it as an individual, as a team, or as an organization.

In addition to acquiring knowledge and developing cognitive capabilities, establishing *reflective practice* as an integrated part of work and life is becoming more and more important. Reflective learning is the process as well as the ability to effectively learn from everyday experiences. We become more aware of the correlation of our thinking and actions and the impact they have on others and on results. Self-awareness, self-effectiveness, resilience, and the capability of continuously shaping our thinking and behavior are keys to long-term personal and collaborative success.

Career compact

Degrees

Master of Advanced Studies
Coaching and Organization Development
 Zurich University of Applied Sciences

Certificate of Advanced Studies
Conflict Management and Mediation
 Zurich University of Applied Sciences

Diploma
Hospitality Management
 Belvoirpark Zurich Hotel Management School

Professional background

Since 2010
Independent Consultant, Coach, Lecturer, Author
 Topics: Organization Development, Management and Leadership, Communication and Conflict, Project- and Change Management, Self-Organization and Self-Leadership.

Manager People and Organization Development in a leading global company of its industry
 Design of internal Training and Development programs for Leadership Development and technical skills; design of change strategies and workshops in numerous complex change projects.

Lecturer and Supervisor at an Institute for Higher Professional Education
 In the field of Entrepreneurship (Organization, Leadership, Communication, Marketing); Supervision of applied interdisciplinary learning projects; qualitative qualification without grades.

Career from apprenticeship to management roles
 In Switzerland and the U.S.

Languages

German (mother tongue)
 English (fluent business language)
 French (conversation level)

Memberships

bsö
 Professional Association for Coaching, Supervision, and Organization Development

SGO
 Swiss Society for Organization and Management

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