



www.cciel.ch



Profile

Professional Roles

Management & Organization Consultant
Executive Coach
Conflict Mediator
Author

Core Expertise

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

Career compact

Degrees

Master of Advanced Studies
Coaching, Supervision and Organization Consultancy
Zurich University of Applied Sciences

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

Diploma
Master in Hospitality Management
Belvoirpark Zurich Hotel Management School

Professional background

Since 2010

Independent Consultant, Coach, Lecturer, Author

Organization Development, Management and Leadership, Communication and Conflict, Project- and Change Management, Self-Organization, Self-Leadership.

Internal People and Organization Development Consultant in a leading global pharmaceutical company

Design of internal Training and Development programs for Sales and Leadership Development; design of change strategies and workshops in numerous complex change projects.

Lecturer and Supervisor

at an Institute for Higher Professional Education

Entrepreneurship (Organization, Leadership, Communication, Marketing); Supervision of applied interdisciplinary learning projects.

Career from apprenticeship to management roles

Hospitality industry In Switzerland and the U.S.

Languages

German (mother tongue)

English

French

Memberships

bso

Swiss Association for Coaching, Supervision, and Organization Development

SGO

Swiss Society for Organization and Management

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 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

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.

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.

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.

2024/HUS