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Understanding complex issues and today's management and leadership challenges and describing pragmatic and actionable options – that is what I work on every day for and with my clients. This also includes: Empathically analyzing and influencing the culture of the client organization.

My Focus

The focus of my consulting services is organizational development and design. I accompany and advise change and transformation processes – from complex architectural questions to the implementation of interventions and activities. I plan, moderate and facilitate change processes on all management levels, across various industries in an increasingly international context. Part of my consulting approach is to offer strategic and methodological options for action to the process, and thereby to "risk" myself with my own point of view.

I contribute many years of experience in project and project portfolio management and in improving the performance of management teams – also in various agile organizations, whose transformation I have been able to accompany several times in recent years. I act as a coach for teams and executives.

My Background

Studied political sociology and economics as well as American Studies in Frankfurt am Main and Communication Studies in New Jersey (USA), as a Fulbright and DAAD scholar. I gained journalistic experience before working for a leading communications agency for several years in a consulting capacity for companies and associations. Afterwards I was responsible for public relations in a large non-profit organization. This was followed by various training courses in Organizational Development, especially at NTL in the USA. Since 2006 I have been working completely as a management consultant and organizational developer, initially with HLP Hirzel Leder & Partner. Since October 2010 I am one of the founding partners of UPGRADE GbR. Since 2016 I am additionally one of the three founding partners of UPGRADE Swiss in Basel. Continuous learning is an important privilege of my work, also as a trainer for internal consultants, HR consultants, project managers and executives. Since 2007 also member of the Associate-Faculty at the ZfU Center for Corporate Management, Thalwil (Switzerland).