



## Andreas Pöchhacker

M +49 (0) 160 9695 70 48

Andreas.poechhacker@upgrade-partner.de

[LinkedIn](#)

**To meet and master innovations and changes together in a humane way is both a challenge and a pleasure for me.**

### My Passion

I see it as an exciting and trusting task to be able to accompany and support the development of organisations and the people working in them. It never ceases to amaze me how open and curious most people are for new things, once that a climate of respect and trust is established. In my consulting practice I focus very much on the balanced consideration of the different interests and views. Increasing the quality of dialogue and cooperation as well as constructive conflict resolution is an essential part of my expertise.

In the course of my professional practice, I recognized my preference for the development of the personality of executives and project managers. I find coaching them in their everyday leadership, developing their potential and abilities and strengthening their personal effectiveness challenging and deeply fulfilling.

### My Foundation

I studied law in Linz. This was followed by training in organisational development, systemic consulting, character structure analysis, mediation and coaching.

My professional life started in a city administration, where I built up the department for organisational and personnel development and headed it for 10 years. Afterwards I changed to an Austrian management consultancy. During this time, I supervised many change projects and conducted trainings on project management, communication and conflict management. I also worked as a lecturer and speaker in various educational institutions, some of which were universities.

In 2005 I founded the consulting company "Beraten mit Kontakt". During this time, I worked as an individual consultant integrated in a network of experienced consultants.

Since 2010 I am a founding partner of Upgrade Organisationsentwicklungspartner GbR.