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**Holistic solutions are close to my heart.
I want to achieve effects with a view to the
entire system.**

That's what drives me

As a consultant, I am particularly motivated by helping to “make a difference” and to strengthen people and organisations with their potential and ambitions. These learning journeys can be in the accompaniment of executives and project leaders or in supporting companies in their transformation processes. I support customers in different industries from mechanical engineering to specialty chemicals to aviation or from social enterprises to church administrative organizations. In addition to the holistic view of change management, I have many years of experience in the development of project management competence, preferably agile, the optimization of processes or the vitalization of the interaction of people or teams. I am steadfast in conflict situations, can address difficult issues and have staying power. My passion is to contribute to the new or different activities of my clients.

My Foundation

After studying industrial engineering at the TU Darmstadt, I worked for seven years in a globally operating company in the capital goods industry. My first challenge consisted in the strategic realignment as well as the responsibility for marketing of the weighing systems division. In my role as Sales Manager Europe, I was then responsible for managing and expanding the European subsidiaries.

With this background of experience, I am active in consulting, since 2003 as a partner at HLP Hirzel Leder & Partner and since 2010 as founding partner of Upgrade Organisationsentwicklungspartner. At the same time, my training in systemic consulting has deepened my understanding of consulting and expanded my consulting skills as an NLP Master and Scrum Master.

My sometimes critical colleagues say to me: "Thomas manages to stay calm even in situations where other experienced colleagues struggle with their attitude and to radiate it.

I live in Darmstadt with my wife and our three children.