



## Patrick Kinzler

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**The essence of my work is to support decision makers and management teams in mobilizing and aligning their organizations. Having an eye for systemic interlinks, I find and use levers in the process that generate high impact with small energy invest, without bringing the organization off balance.**

### **My focus**

As consultant I support change and strategy processes during planning and implementation. Based on the first dialogues with the client, credible assumptions about the mechanism and the core topics of the organization are generated. These assumptions build the basis for the iterative design of the process or architecture, in close collaboration with the client.

During implementation, my main emphasis is on the situational adaption to the reality and reaction of the organization, keeping the goal in sight.

As facilitator I accelerate processes in change-resistant environments through highly effective interventions. Identifying and finding key development levers in complex and sometimes critical group processes thus enabling the group to work on them has been the focus of my work for several years.

Sometimes it's the simple question "And?!", sometimes an unusual method or structuring element that enables people to detach from the dominance of the status quo and get into fresh thinking. As well in other roles, as coach or in conflict transformation, my intention is always to set people in motion through elegant solutions and powerful processes.

### **My background**

Originally graduated as a civil engineer, I joined the construction industry as an internal management consultant. Through various topics (quality management, knowledge management, online strategies and innovation management) as an internal consulting focus in the construction and chemical industry, I found my way to my current role as a facilitator and catalyst of team and organizational development processes. After eight years as internal consultant for leadership and change at BASF I started 2012 my own business. Since 2021 I am Upgrade Partner.

I love different cultures and work internationally in German, English and Spanish. In this context I how to enrich individuals, small groups and large group events alike with my vitality and experience.