



## Steffen Weber

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### I create clarity and structure to guide people and organisations positively through change.

#### **My passion**

Through years of experience in positions of responsibility, I have learned to develop viable strategies, design meaningful structures and embed cultural changes in a sustainable manner. As a consultant, I focus in particular on harmonising strategy, structure and culture so that organisations and the people within them become not only efficient, but also resilient and future-proof.

Thanks to my experience as a managing director, manager, project manager and consultant in various industries, I am able to delve deeply into complex topics, quickly grasp interrelationships and develop tailor-made solutions. In my work, I combine methodological expertise in organisational development with scientifically based approaches from positive psychology. I accompany change processes with a calm, analytical eye and the ability to provide guidance and clarity even in challenging situations.

#### **My foundation**

My academic background in philosophy, psychology and sociology taught me early on that change is not purely a technical challenge, but a deeply human process. This understanding continues to shape my work to this day. During my training as a systemic coach with a focus on positive psychology (DGPP), I learned how people and organisations grow sustainably. I deepened my knowledge of strategic business management and change management at renowned institutions such as the Kellogg School of Management, EBS Executive Education and ESMT Berlin.

Professionally, I have gained experience in both the private and non-profit sectors. I was the managing director of an NGO, project manager of a global post-merger integration project, and have been responsible for strategy and transformation processes in various management positions. This diverse experience enables me to advise organisations with a broad and practical view of their challenges. I live with my family, including three children, in Frankfurt am Main and enjoy spending my free time playing sports and reading good literature.