

Joachim Schwendenwein, PhD



Executive Coaching & Organization Consulting

„Consulting – an expedition into the unknown, aimed at supporting customers to cope with the unexpected, to explore new territory, to re-discover the seemingly familiar, & to combine all elements in new ways for the benefit of the people involved & for the organization as a whole.“

Current professional activities

- **consults** with Organizations & spars with Senior Executives on
 - strategic development & alignment for companies & organizational units
 - design and implementation of agile ways of working and organizing
 - transformation & change processes (organizational re-design & implementation, post-merger integration)
- **trains & coaches/ supervises** in-house & external consultants and leaders
- **facilitates** large group interventions & international management meetings to support transformation processes
- **Design & accompanies strategic expeditions** with executive teams & **learning journeys** on specific topics
- **lectures, trains & facilitates** at **Universities** – Center for social competence – U. Graz; Management Department - Danube U. Krems; U. of Applied Sciences & Sigmund Freud U. Vienna
in various topics:
Coaching, Group-Dynamics, interpersonal & leadership skills, Organization Development, Design & Behaviour, Supervision

Professional History

- **20 years Coaching, Organization & Leadership Development in all sectors:**
 - **Corporations:**
ABB, Bank Austria, Baloise, Bawag, Bosch, Daimler, GE-Money Bank, Geberit, Generali Insurance, Getrag, Heidelberg Printing Systems, Hugo Boss, Immoscout, McCain, Mondi, Munich Re, OMV, Otto Bock, Raiffeisen International, SAP: Globalization Services, Schneider Electric Austria, Siemens CH, Schnellecke CEE, Vienna Insurance Group, Ximes
 - **Start-Ups**
Campo Vivo, News On Video, planet, rahmarchitekten, Teamfactory, Threecoins
 - **Governmental Organizations:**
Austrian Federal Chancellery, EEPKO (Ethiopian Electric Power Corporation), EU Commission, ESA (European Space Agency)...
 - **NGOs:**
Aids Help Vienna, Alpbach, APSTA (African Peace Training Centers Association), Caritas Vienna, AT, Stuttgart, Doctors without Borders, GIZ (German Ass. for International Cooperation), IIC (Inst. for International Cooperation),YSB (Yunus Social Business)
 - **Science/Universities**
Vienna University of Economics: INEP (Research-Institute on Inequality), Institute for Ecological Economics, Institute for Managing Sustainability; Institute of Social Ecology; University of Natural Resources and Life Sciences Vienna: Institute for Soil-Research (IBF); Medical University of Vienna: Dept. of Ophthalmology & Optometry; IAASA: Disaster-Research

& on 4 continents: CEE, China, Colombia, Ethiopia, Ghana, India, Japan, Kenia, Papua New Guinea, EU ,Russia, US
- **10 years as Manager** in the New Media & Telecom industry:
support of international growth, redesign of strategy-processes, reorganization projects, orchestration of leadership & executive development & corporate social responsibility strategies. Managed C-Suite Executive-Learning Consortium
- **5 years at Universities** – Research Assistant at Vienna University of Economics;
Assistant Professor University of Kassel Post-Graduate Institute for Studies in Supervision/Organization Consulting
Visiting facilitator at the Graduate School of Business – Stanford University

Book: “Beratung der Veränderung – Veränderung der Beratung” with Lobning, H. & Zvacek, L (03)

Education & Training

- PhD (rer.pol): Univ. Kassel, 97 Diploma: Inst. for Advanced Studies, Vienna 92 MA (Sociology): Univ. Vienna, 90
- Organization Consultant & Group Dynamic Trainer: Austria GD & OC Association, 96
- Coach & Supervisor: Austrian Association for Supervision, 95

Languages: German: Native; English: Negotiation; Spanish & French: Intermediate