

Professional background

Consultant with own company

Since 2009: self-employed as business economist, systems consultant, coach, lecturer and author in Europe and Latin America. Strategy development as well as cultural, organisational, leadership and team development. Workshops, coaching, meetings, seminars and training; provision of project and process support or selective support.

Head of Operational Auditing, Deputy Head of Internal Auditing, Member of Executive Board, CSS Insurance, Lucerne

Executive position. Planning and management of operational audits and profitability analyses, reviews of risk management systems and internal control systems (ICSs), and support and consultancy on strategic projects. Analyses and special mandates of the Audit Committee

Head of Corporate Planning, Member of Corporate Management, CSS Insurance, Lucerne

Executive position. Support for strategy and organisational development processes, development and implementation of management and control instruments as well as sub-project management for the introduction and implementation of a Balanced Scorecard (BSC) solution.

Project manager and controller at the Department of Education and Culture of the Canton of Lucerne and the Department of Justice, Municipalities and Culture of the Canton of Lucerne

Establishment and further development of management instruments, development and implementation of internal control systems (ICSs) and cost accounting systems (SAP R3). Planning and implementation of training courses on basic business principles and preparation and implementation of political and operational performance mandates.

University education

Student of Philosophy and Hermeneutics

University of Zurich (expecting to graduate in 2023)

Master of Advanced Studies (MAS) in Applied Ethics

University of Zurich (2019–2021).

Certificate of Advanced Studies (CAS) in Conflict Resolution in Business and Administration

Institute for Legal Studies and Legal Practice, University of St. Gallen (2012–2013).

Master of Advanced Studies (FHNW) in Systemic Organisational Dynamic Coaching

University of Applied Sciences and Arts, Olten, Northwestern Switzerland (2010–2011).

Supplementary qualification: Master of Advanced Studies in Controlling

University of Lucerne (2009).

Course in Internal Auditing, Risk Management, Controlling and Governance

Institute of Accounting and Controlling, University of Zurich (2007–2008).

Qualification: Certified Internal Auditor CIA, Institute of Internal Auditors (2009).

Postgraduate Diploma (FH) in Management Controlling

Zug Institute of Financial Services, Lucerne University of Applied Sciences and Arts (2003–2004).

Bachelor of Business Administration

Lucerne University of Applied Sciences and Arts (Business Economist, FH) (1997–2001).

Professional development highlights

Observation at the sysTelios Clinic, Siedelsbrunn (2017).

Empowerment for Teams and Organisations with Gunther Schmidt (2016–2017).

Bullying, Dynamics of Bullying, Possible Interventions with Prof. Christa Kolodej, (2015).

Systemic Organisational Consulting according to SySt® with Elisabeth Ferrari, Dipl. Ing. Diplom Ökonom (2013–2014).

Certified Systems Consultant in SySt® with Prof. Matthias Varga von Kibéd and Insa Sparrer, Dipl. Psych. (2011–2014).

SySt® Business Special with Prof. Matthias Varga von Kibéd and Insa Sparrer, Dipl. Psych. (2014).

Generative Coaching with Dr Stephen Gilligan (2013).

Resolution Assistance for Mediators

according to Dr Christoph Thomann, with the consultancy firm komet-beratung (2013).

Classical and New Methods of the Milan and Heidelberg Schools with Andrea Ebbecke-Nohlen, Dipl. Psych. (2013).

Solution-Focused Crisis Intervention and Basic Psychotraumatology with Héléne Dellucci, Dipl. Psych. (2012–2013).

Media Training for Women with Gabriela Amgarten, MAZ Swiss School of Journalists (2012).

Study Workshop on Large Group Methods

with organisational development consultancy firm frischer wind AG für Organisationsentwicklung (2011).

Understanding and Changing Power Aspects in Communities and Organisations

with Friedrich Glasl, Bildungshaus Stella Matutina Hertenstein (2011).

SySt® Course in Organisational Structural Constellations – business training

with Prof. Matthias Varga von Kibéd and Insa Sparrer, Dipl. Psych. (2011).

Facilitation Techniques with Michael Trosch, Neuland AG (2006).

Coaching Toolbox with Dr Werner Vogelauer, Trigon Management Consultants, Graz, Austria, conducted in Zurich (2005).

Sign Language Courses 1 to 4 Swiss Federation of the Deaf, SGB, German-speaking Switzerland, Zurich (1997–1998).

Publication highlights

Case study: 'Communication in Application of Value Polarities'

SySystemischer magazine, issue 6/2015: application of SySt® Value Polarity Model (GPA) as an intervention for insecurities and anxieties in organisational development processes.

Article: 'Constructive and Non-Constructive Relationships'

SySystemischer magazine, issue 8/2016: description of a solution-focused approach in the context of conflicts among couples.

Article: 'Exploring Steps towards Creative Solutions in Conflict Situations'

Practical consultancy manual: Lösungsfokussiertes Konfliktmanagement in Organisationen (Solution-Focused Conflict Management in Organisations), issue 2019: developing tension tolerance skills along logical structures in a way that permits potential exploration and steps towards creative solutions.

Article: 'Using SySt® Procedures in Handling (Value) Conflicts in Teams – a Workshop Report'

pm perspective mediation magazine, issue 1/2020: case study on the use of systemic and hypnosystemic principles in teamwork within organisations..

Languages

German: native, **English:** fluent, **French:** proficient, **Spanish:** intermediate