



Systemic advisor, trainer & coach

**CEO of Kalusche Consulting
GmbH**

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Specialities

- **Leadership**
Strategic development of senior executives, leadership training
- **Coaching**
Leadership, including change in leadership, projects, transition, on-boarding, teams, mentoring
- **Change management**
Support of change projects, motivation and involvement of employees, communication concepts
- **Team development**
Team building, systemic team-coaching, conflict guidance

Experience

- Self-employed since 2003: Kalusche Consulting
- 10 years of organizational management in an engineering enterprise, including development of marketing structures, quality management, process management
- 4 years university teaching position at the Hamburg Distance Learning College HFH. Lectures on project management, process management, communication, supervision of theses and project work
- 4 years freelance lecturer: IHK, Non-profit Organization for Social Services, TQU Academy of ULM
Subjects: Quality management, marketing, process management

Education

- **Degree in Economics**
Georg Simon Ohm College for Applied Sciences, Nuremberg
- **Systemic Advisor and Coach**
Institute for Systemic Consultation, Wiesloch

Additional Qualifications

- London Universität, Class "About positive psychology"
- Executive Coaching (PCEC), Henley Business School, London
- CAPTain Advanced – Diagnostic procedure for assessing behavioral competence and development potential
- Systemic group dynamics, Königswieser & Network
- Systemic group dynamics, Gottlieb Duttweiler Institute
- Auditor for management systems in accordance with DIN ISO 9000:2000
- MBM® business moderation
- Moderation and communication: control and direct conflicts
- Large group moderation: Appreciative inquiry
- Change management as project, Klaus Doppler
- Systemic organizational counselling, SySt® Institute for Systemic Training, Advanced Training and Research, Munich
- ZRM® Basic course, ISMZ GmbH, Zurich, Switzerland
- Agile Organization Accompaniment, Workshop for Cooperative Leadership, Hamburg

Memberships

- Crossing Bridges (international network)
- Toastmaster International
- ICF – international coaching federation

Working languages

German and English

