

PATRICK KINZLER

CONSULTING FACILITATOR

The focus of my work is to support decision makers and teams in mobilizing and aligning their organizations.

Based on many years of experience in working for executives in national and international organizations I concentrate on the topics of leadership, strategic focusing and transformation.

Using well-proven tools and formats I find and use levers in the process that generate a high impact with a small energy investment and without getting the organization out of balance.

CONSULTING:

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 main emphasis is on the situational adaption to the reality and reaction of the organization, without losing sight of the goal.

Project examples:

- Top-down alignment and cultural change of an organization, by intensive work with the top management team and the next level on vision, guidelines, strategy and purpose (Chemistry)
- Post-merger-integration with different nationalities and team building of the new management team (Chemistry)
- Change architecture for the growth strategy and the implementation of functional leadership (Biotechnology)
- Teambuilding of a management team for a couple of years and change sparring for the CEO (Crop Protection)

FACILITATOR:

As facilitator I accelerate processes in change-resistant environments through highly effective interventions.

Identifying and finding key development levers in complex and/or 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 an structuring element that enables people to detach themselves from the dominance of the status quo and get into new, fresh thinking.

All formats (Open Space, World Café, Open Forum, Strategic Dialogues, Future Search Conferences, etc.) and methods (Questioning and mirroring techniques, dialogue method, somatic exercises, process work, provocative style, etc.) will be deployed that facilitate the process reaching its full potential.

Project examples:

- Large group conflict dialogue (75 managers) on improving the interaction between a recently created management level and the long established divisions (Aviation supplier)
- Global, 3-days leadership meetings and strategic dialogues (50-140 leaders) in Germany, US, India (Chemistry)
- Leadership trainings (12-25 leaders) with focus on "Leading from within" and „Leading change“ (Chemistry, Banking)
- Sales meeting (125 people) to improve the acceptance of new media as distribution channel (Publisher)

PROFILE:

Born 1970

German-Spanish

Languages: German, English, Spanish

Career Development:

- Graduate Construction Engineer (University of Wuppertal)
- Corporate Development (Philipp Holzmann)
- Online-Relations and Innovation Management (Celanese)
- Senior Consultant Change and Leadership (BASF)
- Independent consultant since 2011

Professional training and certifications:

- Communication Excellence (Prof. C.R. Weisbach, 2002),
- Presencing/Theory U (C.O. Scharmer, 2004),
- Systemic Consulting (Fritz B. Simon, 2007/2008)
- Worldwork (Max Schubach, 2009-12)
- Golden Profiler of Personality (GPOP/MBTI)
- Self-Managing-Leadership® (Oxford Leadership Academy)
- Business and Systemic Coach (ECA)
- Wu Tai Chi Chuan Teacher (EWTC)

Guiding Principles:

- „You are what you repeatedly do“ (Aristotle)
- A person is much more as his role
- Ease, courage and depth enable development



ELEGANT SOLUTIONS
POWERFUL PROCESSES

setting people in motion