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studied Catholic theology in Austria and Germany, MBA at INSEAD in Fontainebleau/France, formation as a Systemic Organizational Consultant. Professional experience as Head of the Afro-Asian Institute of Graz, and as founder of a software company in Chile. 1997 – 2004 consultant and Deputy Head of Hernstein International Management Institute, one of the leading German speaking management institutions. Since 2004, freelance consultant, facilitator and coach. Focuses on change projects, organizational and leadership development, innovation and agility. Worked in Western and Eastern Europe, the US and Latin America, China and Eastern Asia, and Africa. Author of a German book comparing management theories, and numerous articles on management topics. Visiting fellow on innovation at Warwick University/UK and TU Graz/Austria.