



HUBERT DOLLESCHALL

PARTNER

GRAZ

- Design and support of change management processes
- Organization design & process management and optimization
- Integrative consulting
- Conflict resolution

MAIN AREAS OF EXPERTISE

Working languages

- English, German

Clients (selection)

- Bayer AG
- BMW SF
- Erste Group Immorent AG
- Erste Asset Management
- Schiedel Kaminsysteme
- ZF
- Raiffeisen Capital Management
- LINDAL Group
- Intersnack Group
- Rosenbauer AG
- sIT Solutions
- Klöckner Stahl- und Metallhandel
- Raiffeisen
- Verbundunternehmen-IT
- Telekom Austria AG

Certifications and methods

- Certificate in organization design from the Center for Effective Organizations, Marshall School of Business, DCC 200, University of Southern California
- Systemic consulting approach, methodology and practice (SBI qualification, Beratergruppe Neuwaldegg)
- Systemic organizational design (SYST Institut, Munich)
- Diverse trainings in coaching, systemic consulting and organizational development

Main areas of expertise

- Design and support of change management processes
 - Steering of change processes
 - Content work and project management
 - Enabling and training of people
- Integrative consulting (combining content and process consulting with high impact)
- Organizational design
- Executive coaching/sparring
- Leadership trainings and development
- Process management
- Process optimization
- Restructuring
- Working on conflicts
- Implementation of communication structure, reflection-/feedback culture
- Mastering challenging tasks/targets

Publications

- Book: Abenteuer Change Management, Höfler, Bodingbauer, Dolleschall, Schwarenthorer, FAZ-Verlag, 2010. 2nd edition to be published in 2018
- Numerous articles (see: www.integratedconsulting.eu)

Education and career

- More than 29 years consulting experience in the corporate and public field
- Partner at Doujak Corporate Development since 2013
- Managing partner at ICG until end 2012
- Member of the management team of the ICG-Group until end 2012
- Karl Franzens Universität Graz: Business Administration