



Consultant profile

Dr. Jürgen Wonde

Curriculum vitae: at a glance

Name	Dr. Jürgen Wonde
Occupation	Personnel consultant
Nationality	German
Working languages	German, English

Areas of expertise

Nearly 30 years of experience in consulting and training, including international assignments, in the following areas:

- Leadership development in all its facets: personal development; coaching; onboarding; employee conversations; meeting culture
- Team development in industry, retail, services and the public sector: more than 120 teams in nearly 30 years
- Organisational development
- Systematic problem solving: applied creativity
- Large group events (design & delivery)
- Facilitation

Leadership development since 1995

"Those who want to lead others must be able to lead themselves."

7MAX! - seven maxims for lasting leadership success: personal responsibility, free choice, play, mindfulness, creativity, appreciation and empathy. Hundreds of managers at every level have attended this seminar since 1995, with clients ranging from AOK to ZDF. It runs several times a year.

Design and delivery of leadership development programmes.

Coaching and onboarding

"Reflection must not be permitted to replace life, but it may well make it easier."

- Ongoing coaching clients at the first and second levels of management
- Ongoing onboarding processes

360° feedback for managers

"A lion does not care about the sheep's opinion of him, or: on the creeping autism of executives."

Managers need feedback to develop their leadership skills and avoid talking only to themselves.

Anonymous questionnaire-based feedback for managers, followed by coaching: medium-sized metal industry company; medium-sized construction company in Belgium; large consumer electronics retail chains; public sector.

Training: employee conversations

"If you bawl others out, do not complain about the lack of progress."

Multi-day training with very little seminar content and a great deal of practical training: practical goals need practical training.

Delivered at large consumer electronics retail chains and various SMEs.

Team development

"If we agree, there is very little we cannot accomplish; if we disagree, there is little that we can do."

More than 120 teams, for many different reasons: restructuring, changes of leadership, personnel changes, realignment and conflict.

Support varies in intensity and duration, sometimes involving longer processes that range from individual conversations and facilitated conflict resolution discussions to one- or two-day team workshops.

Work with 10 - 12 teams in parallel on an ongoing basis, sometimes in extensive team development processes.

References (selection)

Leadership or team development at various service providers and public-sector organisations, including:

- Kölner Amt für Integration und Vielfalt
- A team within the administration of the Deutscher Bundestag
- HTAI - Hessen Trade & Invest
- traffiQ - Lokale Nahverkehrsgesellschaft Frankfurt am Main mbH
- Several nursery educator teams within the Protestant Church
- CVJM

Further references

AOK Niedersachsen, BAYER, Berliner Zeitung, BJP, Burda, Cantillana, Caritas, clickandbuy, CVJM-Kreisverb. Köln, CVJM-Westbund, CTL, Deminex, Deswos, DKI, 3M, DRV - Deutsche Rentenversicherung Bund, DSV - Deutscher Supplement Verlag, EMS Chartering, e-plus, Evang. Kirchenkreis Dortmund-Südwest, Evang. Jugendhilfe Iserlohn-Hagen, Evang. Kirchenkreis Hattingen, Evang. Kirchenkreis Schwelm, expert Schauer, Feuertrutz GmbH, Foseco, FRIDA GOLD, Gothaer, Great Place to Work, Grohe, Hailo, H.C. Starck, Hansa Meyer Global Transport, HATEC GmbH, Hexagon Metrology, HTAI - Hessen Trade & Invest, Hermann Linden Maschinenfabrik, Heinle, Wischer und Partner, Hess. Ministerium für Frauen, Arbeit und Sozialordnung, Hexagon Metrology, Institut for International Research (IIR), INFICON, innovas, Kronos Titan, Lingner + Fischer, MakroMarkt, MAN, Mercedes, Nanu Nana, OBI, Ostdeutsche Sparkassenakademie, Pierre Lang Europe, PFERD, Philip Morris, Pina Bausch Tanztheater Wuppertal, ProMarkt, RENO, Schaper & Brümmer, SATURN, Schering, Sparkasse Gummersbach-Bergneustadt, Springer, Stadt Köln - Amt für Integration und Vielfalt, Telekom Deutschland, Thomson, traffiQ - Lokale Nahverkehrsgesellschaft Frankfurt am Main, Ullstein Anzeigen Marketing, VELUX, Verlagsgesellschaft Rudolf Müller, Verlagsgruppe Milchstraße, Verwaltung Deutscher Bundestag, Wippermann, ZDF, and many others.

Interests and passions

- My family: my wife, Julia, Johannes and Leonard
- Reading: teams, coaching, conflict management; non-fiction, from ancient to contemporary history, including special and general relativity, until I finally understand them; contemporary and classic fiction
- Music: piano, far too infrequently; singing, likewise, but intensely
- Drawing
- Model making
- Latin training for the unfortunate