



## Consultant Profile

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| Name            | Florian Grolman                              |
| Year of birth   | 1969   |
| Nationality     | German                                       |
| Academic degree | M.A. pol.                                    |
| Occupation      | Change-Manager and Organizational Consultant |

### Core competencies

- Strategy processes
- Change-management
- Cultural change
- All common large-group methods and variations based on individual requirements
- Innovation workshops
- Development of values, mission statements and guiding principles
- Organizational development
- Executive training and development
- Team development
- Facilitation of workshops, strategy and team meetings

### Special interests

- Specially tailored large-group designs, suited to the specific requirements and goals of the customer
- Efficient development of mission statements and guiding principles in just one day
- Strategy development with management teams
- Cultural change that really works
- Efficiency and agility
- Introducing agile working methods in teams and line organizations
- Promoting self-organized teams
- Constantly developing our own team of consultants
- "The art of posing a good question at the right time"

“Every relevant business process gives rise to objections. The only question is when and in what intensity they occur and how to deal with them.”

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Projects (selection)

- Development of a cross-line implementation strategy in a digital group
- Development of new management principles in a media group
- Development of values, mission statements and guiding principles in owner-managed family business group
- Cultural change in a Swiss digital group
- Team and strategy development in a German federal business association
- Conflict mediation as part of a restructuring process
- Sales conference at an automotive group
- Preparation and implementation of a change process in a pension fund
- Restructuring process and team development in a pension fund
- Restructuring process and team development in an aid organization
- Change-management in a medium-sized family business
- Strategy process in an international media group
- Strategy process in a public body with more than 10,000 employees
- Executive training in various academies
- Large-group facilitation for the German Federal Ministry of Labour (850 participants)
- Seminars in team development and systemic management for a public foundation
- Development, supervision and optimization of work processes in the German plant of an international pharmaceutical group
- Workshops in executive development
- Development of mission statements and guiding principles in an international group
- Team development and conflict management in a foundation
- Cultural change and leadership development in a FinTech Group
- Strategic realignment of a foundation: analysis and change of the business model against the background of falling sales
- Crisis management in IT and consulting company: implementation of new processes in order to increase efficiency
- Process optimization in media company: redefinition and optimization of manufacturing processes, implementation of a new IT mainframe
- Management consulting in tourism company: process optimization, strategic realignment, executive coaching
- Cultural change in IT company: 15% increase in returns through process optimization, executive training, participatory management model
- Strategy and value development in an international family business
- Executive development in a media company

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### 2/2 References

- Siemens, veolia, media Saturn, T-Online, Sony Music, Handelsblatt Publishing Group, Melitta, AOK, Yello Strom, Pearson Publishing House, Rhenus Logistics, Federal Ministry of the Interior, Egyptian Cabinet, Hessian Ministry of Justice and Integration, Berlin Senate Department for Justice and Consumer Protection, Bayerischer Rundfunk, Rundfunk Berlin-Brandenburg, medeor, Volkswagen AG, and many more

### Professional education

- Systemic Consulting, ISB Wiesloch
- Systemic Organizational Consulting, Syst-Institut, Munich
- Systemic Structural Constellations, Mathias Varga von Kibéd/Insa Sparrer
- Systemic Organizational Development, denkmodell, Berlin
- Training in large-group Facilitation, Futuresearch Network
- Group Dynamics, ÖGGO, Vienna
- Continued Professional Development in Coaching, SI, Kassel
- Studied Political Science, Economics and Psychology (Freie Universität Berlin)

### Working languages

- English/German



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