



Consultant Profile

Name Michaela Scheller

Year of birth 1977

Nationality German

Academic degree Graduate Psychologist

Occupation Systemic Organizational Consultant. Transformation Consultant. Facilitator

Core competencies **Consulting.** 15+ years of experience in change-management consulting. Design and supervision of the implementation of change-management and strategic measures. Shaping cultural change in the context of digital transformation. Supervision of decision-making processes and their implementation. Organizational design self-organization, including self-organization in teams and regions. Development and implementation of customer orientation initiatives. Team development. Creating transparency.

Facilitation. Design and implementation of innovation and strategy workshops. "Elephant in the room" workshops. Experience in the use of role plays as well as drawing elements on all hierarchical levels. Large-group facilitation of up to 400 people.

Professional education, continued professional development Systemic Organizational Consultant. WSFB Wiesbaden Organizational Psychologist incl. Mediation Training. Technische Universität Dortmund Graduate in Business Administration. Technische Universität Dortmund Business Management Assistant. WILO Salmson AG Dortmund

References ARAG, BASF, Bayer, Bertelsmann Stiftung, Continental AG, CSCP, Deutsche Bahn, Deutsche Telekom, Duravit, ECOLAB, European Patent Office, PERI, Vattenfall Europe, Volkswohnung, WASI, Zwilling

Working languages German, English

My self-image I ask the right questions - even if it's uncomfortable.

I listen carefully - so that together, we can develop the best way to reach your goals.

I take it personally - and I am fully committed on an individual level.

I will not take your challenges away from you - and will support you in your search for a sustainable solution.

I work systemically - because for me, everything is connected to everything else.

A selection of projects **Customer:** DB Cargo

Consultant Profile



Industry: Logistics

Project name: Change Projekt | Harmonization of the European IT landscape

Project description:

The previously varying IT tools were re-designed to be uniform across Europe. This resulted in tensions and resistances, especially on the cultural side, on all hierarchical levels.

Role in the project:

Responsible Change-manager for the head office, Italy, Spain, Great Britain, France, Bulgaria and Romania.

Tools:

Stakeholder analyses, workshops in the individual countries and with the project teams, establishment of a global change-network, visualization of the complexity: complexity map, end-user communication, change-story, establishment of feedback loops, liberating structures, work hacks, creation of transparency in the change-process for everyone involved

Customer: Bayer

Industry: Pharma

Project name: Change Projekt | O365 and Win10

Project description:

Conversion of all users to O365 and WIN10 with simultaneous initiation of a cultural change

Role in the project:

Co-project management and joint development of the change-procedure and implementation.

Tools:

Stakeholder analyses, workshops with both the project teams and the end users, establishment of a global change-network, visualization of the complexity: complexity map, end-user communication, change-story, establishment of feedback loops, fit-gap analyses, liberating structures, work hacks, creation of transparency in the change-process for everyone involved

For various customers (see also personal references):

Consultant Profile



Projects (selection
of the last 4 years)

- Design and facilitation of strategy workshops/secluded executive conferences for departments and divisions
- Design and facilitation of regular lessons-learned workshops in (large) projects
- Workshops for the future cooperation of two teams, also across borders
- Workshops for generating new ideas, also for the production process
- Design of dialogue games and the corresponding workshops
- Facilitation of large-group events (Open Space)
- Facilitation of follow-up workshops (workshops following employee surveys)
- Handover workshops as part of succession planning
- Implementation of knowledge relays
- Conflict management as part of several workshops, across departments
- Consulting of departments on self-organization (including work hacks)

"Ms. Scheller supervised and steered our team workshop, which dealt with both the strategic orientation and the group processes in a largely newly formed team, in an excellent manner. Processing and integrating topics from the employee survey into the range of topics also increased the complexity. The intensive preparatory phase with order and requirement clarification enabled Ms. Scheller to effectively work on the core issues for the team, based on a common understanding of the process. Some familiar,

Consultant Profile



Personal references from various customers

but also partly new and unconventional interventions helped to constantly keep the goals and rules of the game in mind. The feedback from the team was unanimously positive. This included the personal presence of the facilitator as well as the steering of the group processes and the insistence on results including jointly drawn-up agreements. We are very happy to have engaged Ms. Scheller as a professional and highly empathetic process supervisor for our workshop."

Gerhard Klos, Head of HR Management Executives, DB Cargo AG

"Ms. Scheller can adapt very well to a heterogeneous group in the facilitation of a strategy workshop and steer them in a targeted manner - even after a very short preparation time. In doing so, she distinguishes herself by her use of clear and direct language. In particular, uncomfortable "truths" are not left out."

Dr. Matthias Borrmann, Head of HR Northern Germany, DB Netz AG

"I met Michaela Scheller as part of a major change-project. Right from the start of our collaboration, she managed to broaden my perspective on many things with her questions and comments. This broke down boundaries and opened up the possibility of better understanding other perspectives.

She is not afraid of either critical or spontaneous situations and topics. Michaela approaches the tasks set openly and with methodological competence. At the same time, I was able to experience how theory is put into practice and drive my own further development.

The joint activities led me to realize how important and helpful the early integration of "change-management" is for the success of a change-process."

Claudia Degen, IT Communications, Bayer Business Services

"Ms. Scheller prepared and carried out the workshop for team building (self-organization) of our project team in a very professional manner. The same applies to the subsequent follow-up workshop.

She very competently adapted to the individual needs and wishes of the group of participants and successfully guided the two workshops across the finish line. Thank you very much for this great commitment."

Thomas Rhode, Executive Board Member responsible for Finance/Controlling, Deutsche Bahn AG



Mail: **Berlin | Munich | Frankfurt | Hamburg |
Cologne Düsseldorf | Stuttgart | Dresden | Zurich**

Head office: +49 [0] 30/577 017 900

www.organisationsberatung.net

Mail: 2020@organisationsberatung.net