



STEFFEN  
KUBITZKY  
CONSULTING

*sustainable consultancy - concept development - training - coaching*

*„The man whose only tool is a hammer,  
will see every problem as a nail.“*

Paul Watzlawick

*We develop individuals and organizations in over 50  
countries worldwide based on our intercultural and  
international experience and with the support of our  
widespread network of trainers and coaches.*

### Managing Director

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## Brief competency profile

25 years of practical experience in and with profit and non-profit companies and organizations (retail and wholesale level). Thereof 15 years in the areas of personal and organisational development:

- i) Consulting for Executives and HR Management on the design and the implementation of organisational change and cultural transformation processes
- ii) Training and coaching for executives (junior and senior managers)
- c) Support for Roles, Teams and their stakeholders in agile frameworks (e.g. SCRUM)
- d) Team development, supervision and moderation
- v) Design and implementation of diagnostic methods and settings to select and evaluate personnel
- VI) Planning and moderation of workshops, conferences or large group events

Operations and projects in over 50 countries worldwide  
Leadership experience in line management and international project groups  
Responsibility for budgets and turnover in the double-digit million area

## Qualifications

Systemic Organisation and Family Consultant (certified by „Systemische Gesellschaft“)

Professional SCRUM Master (certified by scrum.org)

Senior Coach (certified by „DCV; Deutscher Coachingverband“)

Certified HOGAN® and DISC® Trainer/Coach

Management Trainer and Mentor for trainer certification (internal process certification of Daimler AG)

Diploma in Business Management and Journalism

## Selected references (in alphabetic order)

Bertelsmann AG, BRAM Luxemburg, Daimler AG, deloop management consulting, DKMS Deutsche Knochenmarkspendedatei gGmbH, DBC Delete Blood Cancer USA, DBC Delete Blood Cancer UK, University of Cologne „Institut for the development of personal and intrapersonal competencies“ (Ineko), KONEN Bekleidungshaus KG, response consulting, Volkswagen AG

## Portfolio examples

	Consulting	Training	Coaching/ Supervision/ Moderation
Executives and HR management	<p>Design and support of viral change- and classic OD-processes</p> <p>Diagnostic settings and tools to select staff and evaluate leadership potential</p>	<p>Need-oriented qualification (e.g. 'HR as business partner' or 'Coaching as part of the HR role')</p>	<p>Executive coaching</p> <p>Design and moderation of workshops, conferences and large group events</p>
Teams and roles in agile frameworks	<p>Implementation of agile working forms, teams and organisational structures</p>	<p>Mindset and methods to deal with complexity and increase organisational agility</p>	<p>Coaching and moderative support 'on the job' (Teams and selected role owners)</p>
Potentials, managers and senior managers	<p>Analysis of existing working forms, team and organisational structures against the background of current 'New Work' and „New Leadership' ideas and approaches</p>	<p>Agile Leadership, selfmanagement, mindfulness, communication, team dynamics, handling conflicts and complexity (and many more)</p>	<p>Strategy and team development processes</p> <p>Transition coaching</p>
Customer contact (sales/service)	<p>Development of personnel diagnostic settings and tools to measure the quality of POS customer handling processes</p>	<p>Customer orientation, communication in consultation and complaint scenarios (and many more)</p>	<p>Coaching „on the job“, Customer Shadowing, Mystery Shopping</p>