



DR. KARL SCHLEICH

Integral Development

COACHING
CONSULTING
SEMINARS



COMPETENCIES AND EXPERIENCE

Dr. Karl Schleich has worked as coach, consultant and leadership trainer in Germany and worldwide, with more than two decades of experience in supporting change and development processes of individuals, teams, companies, and public institutions. He convinces his clients with his diagnostic sharpness, his intuitive power, his inventive ideas, and his experience in Germany, Europe, Latin-America, Africa and Asia.

Dr. Karl Schleich supports strategy, change and innovation processes. His professional approach is based in part on classical approaches in the field of organizational development and systemic consulting. Nevertheless, he incorporates new, integral theories and methods, which provide intelligent and future oriented concepts allowing individuals and organizations to meet the increasing challenges of tomorrow in a creative and successful way.

EDUCATION AND TRAINING

- Born in Germany in 1953
- Master and P.h.D. in Agricultural Economics, TU München-Weihenstephan and University of Giessen
- Master in Systemic Consulting and Coaching at the "Institut für Systemische Beratung", Wiesloch
- Training in Organizational Development at the "Arbeitskreis für Organisationsentwicklung" (AKOe)
- Certified as Integral Coach™ by Integral Coaching Canada
- Accredited as Coach by ICF (Integral Coaching Federation).
- Since 1994 working as coach, consultant and trainer.

LANGUAGES

German (mother tongue)
English, Spanish, French (fluent)

PROFESSIONAL FOCUS

- Executive coaching and Integral Coaching® for personal development
- Leadership training and leadership development programs, Integral leadership
- Development of corporate culture on the basis of "Spiral Dynamics".
- Consulting for change and organizational development processes, facilitation of workshops for the development of vision and strategy.
- Training and consulting in project management.
- Team-building, coaching of national and intercultural teams.
- Consulting and training in intercultural management

PROJECTS (EXAMPLES)

- **Executive coaching** for numerous leaders of companies from different branches and of public institutions; Germany and internationally.
- **Integral Coaching®** for personal development of a number of individuals, executives and professionals; Germany and internationally.
- **International Management Development Programme** for a Germany-based global insurance company: Modules on Leadership competence, communication and co-operation, conflict management; Germany and Mexico.
- **Development of Leadership Culture** for an executive team of a global insurance company: understand and compare different organizational and leadership logics, analyze present leadership culture, develop a vision for its future, and agree on measures for its implementation; Madrid.
- **Leadership Development Program** for a German telecommunication-infrastructure company: Modules on Leadership competence, communication and cooperation, change management, project management and leadership personality. Linking training with an organizational development process; Berlin.
- **Teambuilding Process** for German aircraft company. Objective: clarify on roles, define tasks and responsibilities, communication and cooperation culture; München.
- **Conflict Workshop** for two rival departments of a German bank: joint analysis of present situation, development of a joint strategy, mutual feedback, agreements for communication and cooperation; München.
- **Strategy Process consulting** for a German holding of rehabilitation clinics: analysis of actual situation and of market tendencies; development of an attractive vision for future development, success factors, strategies and measures for its implementation; Paderborn.
- **Leadership Training and Coaching** using horses for a global consulting company: developing and strengthening leadership competencies of top management in an intensive coaching process using horses as medium.

- **Introduction of “Management by Objectives”** at a German University: Main purpose: to develop and introduce a new planning, controlling and performance appraisal system using the “Balanced Score Card” as main instrument.
- **Project Management Training** for Deutsche Gesellschaft für Personalführung GmbH (DGFP) in Hamburg, Frankfurt, Munich, Düsseldorf and Berlin.
- **Workshop on Intercultural cooperation** between French, German and Austrian management staff of an international food company.
- **“Train the Trainer” Seminar** for members of the field service of the French branch of a German mechanical engineering company; Paris.
- **Team-building workshop** for a joint German-Costa Rican project team in Costa Rica. Main purpose: Reassigning leadership responsibilities, agreements for better cooperation, conflict management strategies.
- **Training on Change Management** in Bolivia, Chile and Indonesia for managers and consultants of various technical cooperation projects.
- **Training on General Management Techniques** for top and middle management of the General Secretariat of the Council of the European Union, Brussels.
- **Consultancy for a merger process** of national development banks in Bolivia. Main purpose: to develop a merger strategy, make proposals for the structure and management principles of the new institution, planning and accompanying the merger process, consulting for the executive board; La Paz.
- **Consultancy for a reorganization and change process** at the Prime Ministry (Ministerio de Presidencia) in Bolivia: Main purpose: to establish a strategic internal early warning system for social conflicts, to develop proposals for the structure and for the implementation process and to accompany this implementation process; La Paz.
- **Consultancy for a reorganization and change process** at the Ministry of Environment and Natural Resources (MARENA) in Nicaragua: Strengthen the decentralization process of the institution, improve technical and administrative procedures and strengthen the management system of the Ministry; Managua
- **Consultancy for a reorganization and change process** of the National Compensation Programme (Programa Nacional de Recarcimiento) in Guatemala. Main purpose: to establish an institution-wide change process, to accompany some of the project teams and to support the executive management in their responsibility to lead this process; Guatemala City.
- **Project Manager of a bilateral German-Cameroonian rural development project** (1987 – 1992). Main duties: Project management, strategic and operational planning, organisational development in the partner institution, develop and implement a personnel development plan, leading a joint German-Cameroonian team.

LIST OF CLIENTS (EXAMPLES)

ADC KRONE GmbH, Berlin
AstraZeneca GmbH, Wedel
Bayerischer Bauernverband, München
BEGO (Bremer Goldschlägerei Wilh. Herbst GmbH & Co.), Bremen
DaimlerChrysler Aerospace, Bremen
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Eschborn
Deutsche Gesellschaft für Personalführung (DGFP), Düsseldorf, Hamburg, u.a.
Deutsches Institut für Entwicklungspolitik (DIE), Bonn
Deutsche Lufthansa AG, Frankfurt
Fachhochschule Nordostniedersachsen, Lüneburg
Jungheinrich AG, Hamburg
McKinsey & Company Inc., Frankfurt
Microsoft GmbH
Motorola GmbH, Wiesbaden
MTU Aero Engines GmbH, München
Munich RE AG, München
Network Associates / McAfee Associates, Hamburg
Oeynhausen-Sierstorpff GmbH & Co. KG, Gräfliche Kliniken, Bad Driburg
Premium AEROTEC GmbH, Augsburg
PricewaterhouseCoopers AG, Deutschland
Rheinkalk GmbH, Wülfrath

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