



Volker Bauer

Understanding what's going on ...

Current positions and responsibilities

- Managing director of osb Hamburg GmbH
- Organizational development, change management, and process support during extensive changes
- Training of internal consultants and process consultants
- Strategic human resources development
- Executive development

Recent consulting activities

- Administrative modernization in the context of modernizing the state
- Strategy development and strategic management
- Development and implementation of teamwork architectures in industrial enterprises
- Consulting and coaching of executives and management
- Change management “from state to market” for public service providers, insurance companies, and health insurance companies

Professional background

- Industrial and organizational psychologist
- Research on decision-making in complex planning processes
- Establishment of Work Group for Organization and Personnel (AOP) consulting
- Co-founder of kbp Organisationsberatung GmbH, later osb Hamburg GmbH
- Teaching in the area of organizational development and systemic consulting
- Advanced training in systemic consulting within the “Next Step” curriculum at Management Center Witten (MZW), Berlin
- Publications on teamwork, process support, and change management

“To me, the courage to clarify and the willingness to engage in dialogue are the forces that move organizations forward and into the future.”

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