



Margit Leiß

The challenge of “doing something new” lies quite often in “not doing something old.” Haven’t we all experienced this before?

Current positions and responsibilities

- Consultant at osb Hamburg GmbH
- Process support, teambuilding, coaching, mediation

Recent consulting activities

- Providing support during complex change projects (mergers, restructuring, establishing new business units)
- Providing support during the implementation of performance-related remuneration in the public sector
- Coaching of executives and project managers are responsible for “inventing”, implementing, and monitoring changes
- Teambuilding to jump-start newly formed teams and to align teams with changed objectives
- Conceptual design and implementation of human resources development tools (incl. TeamCard, yearly performance reviews, and MBO systems)

Professional background

- Psychology Diplom, University of Hamburg, with specialization in consulting and training as well as organizational psychology
- Collaboration with Prof. Dr. Friedemann Schulz von Thun, University of Hamburg
- Advanced training in communication psychology, conflict mediation, systemic consulting, and systemic structural constellation work
- Senior consultant and trainer at kbp Organisationsberatung GmbH
- More than ten years of experience as freelance consultant and trainer

“Real changes are always seen as impositions. In my consulting work, it is important to me to acknowledge the emotions that arise on the bumpy roads of change and to draw strength from them for what is to come.”

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