



# Inga Pöhlsten-Wagner

*Provocation and encouragement - consulting as a balancing act*

## Current positions and responsibilities

- Consultant at osb Hamburg GmbH
- Change management and support for complex change processes
- Executive development
- Development and implementation of human resources development tools

## Recent consulting activities

- Providing support during mergers in the public sector, among other things, teambuilding workshops in management teams and consulting for sub-projects
- Implementation of MBO systems in teams (TeamCard)
- Conceptual design and implementation of various training programs for executive development
- Development and implementation of annual performance reviews
- Providing advanced training and coaching to internal process consultants and project managers
- Facilitation of workshops and conferences on teambuilding, strategic development, and project development

## Professional background

- Psychology Diplom at the University of Hamburg, with specialization in consulting and training (F. Schulz von Thun and A. Redlich)
- Trainer and training supervisor for adult education and internal advanced training for employees at a nationwide educational institution
- Commissioned lecturer on social science topics at Hamburg University of Applied Sciences, the University of Hanover, and the University of Lüneburg
- Consultant and trainer since 1996, initially with Kronshage & Partner; since 2000, senior consultant at kbp Organisationsberatung GmbH
- Advanced training in group dynamics (German Association for Group Psychotherapy and Group Dynamics - DAGG), systemic consulting (University of Hanover), and conflict facilitation (University of Hamburg)

*“Only strong management teams are able to navigate turbulent waters. Lone decisions have their limits. Consulting provides new realms of thought and action for this fundamental paradigm change.”*

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