



Silvia Worbe

Consulting offers no formula, no routine, no “one right answer,” but rather strives to help people help themselves – an individualized path to sustainable and customized solutions.

Current positions and responsibilities

- Consultant at osb Hamburg GmbH
- Process facilitation, management development, talent management

Recent consulting activities

- Facilitating complex change projects, e.g. on process optimization
- Training and coaching of executives and management trainees
- Counseling and facilitating management teams
- Designing and implementing learning architectures for specific organizations and target populations
- Assessment of professional potential for personnel selection and development
- Training of internal consultants and process facilitators
- Conflict resolution and mediation
- Teambuilding and peer group consultation
- Consulting for HRD departments

Professional background

- Teacher training studies and Diplom degree in education at the University of Essen
- Postgraduate studies in mediation as well as human resources development in the learning company
- Advanced training in NLP, facilitation, project management, online tutoring, and case management
- Certification for various HR assessment instruments
- Many years of experience in social management, including work as personnel manager and in human resource development
- Management of a service company
- Freelance trainer and consultant

“Understanding while maintaining a neutral distance means looking at things from the same angle but also offering different points of view.

Through this change in perspectives, consulting provides new views, new insights, and a new understanding that leads to disentanglement and, ultimately, to solutions.”

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