



# Mag. Caroline Kling

## Current positions and responsibilities

- Consultant of osb Vienna
- Management consultant facilitating organizational change, assisting with strategy development, and supervising teams

## Recent consulting activities

- Facilitated processes of strategy development, organizational change, and human-resources development
- Conducted career coaching, moderated group processes, supervised teams, and facilitated team development
- Held management-development trainings on subjects such as dealing with teams and groups, change management, and conflict management
- Conceptualized and conducted employee surveys as well as customer surveys in the course of organizational-development processes both as an initial and an accompanying intervention
- Managed organizational-psychological projects such as, for example, health at work, diversity and individual work-place demands, stress, and motivation

## Professional background

- Vocational education in systemic coaching and project management among others
- Member of the Austrian Society for Group Dynamics and Organization Consulting (ÖGGO)
- Lector at the Universities of Krems, FH Vienna and Zurich University of Applied Sciences ZHAW
- Many years of management experience in the market-research sector, national and international experience in human-resources consulting and management consulting, and long-standing experience in the sales management and project management of high-tech companies
- Master's degree in business psychology and organizational behavior, studies in Vienna and Lisbon

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