



Dr. Hellmut Santer

Identifying patterns of action and decision-making is the basis for development - enlarging the scope of action, taking leave of the outdated, learning new ways - for individuals and organizations.

Current positions and responsibilities

- Partner at osb, managing director of osb Wien Consulting GmbH
- Trainer and chief instructor for internal and external qualification programs and advanced training curricula; head of group dynamics faculty at Hernstein International Management Institute, Austria
- Lecturer at the Institute for Philosophy and Group Dynamics at the University of Klagenfurt, Austria; lecturer and researcher at the University of Vienna with specialization in personality and organizational development
- Teaching trainer for group dynamics at the Austrian Society for Group Dynamics and Organizational Consulting (ÖGGÖ), head of training section
- Head of osb competence center for international HR management

Recent consulting activities

- Planning and execution of customized programs for the professional development and qualification of executives
- Strategy development for companies – business consulting and process architecture
- Strategy consulting and organizational development for family enterprises
- Providing support for HR departments with regard to internationalization issues
- Potential assessment and HR development programs, personnel selection and assessment centers (international); coaching of executives
- Design and facilitation of international management events
- International regional expertise: South-East Asia and U.S.A., also CEE-Region

Professional background

- Studies in Protestant theology and psychology of religion in Vienna, Heidelberg, and Leipzig
- In-service training as coach, Gestalt trainer, and psychotherapist at Fritz Perls Institute (FPI) and at the Austrian Association for Group Dynamics and Group Psychotherapy (ÖAGG)
- Continuing training in systemic organizational consulting

“Consulting for me implies to be a partner in the processing of current issues - sufficiently close for comprehension, yet adequately distant to instigate innovation.”

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