

**Dr. Hartmut Stuelten**

*Improving the quality of leadership in organizations*



*I have almost 30 years experience of working worldwide as an organization development manager, leadership consultant, executive coach and (large group) facilitator. I am the founder of The Leadership Practice, the Munich-based leadership consultancy, and an Associate Business Director at Ashridge Business School in the UK. Prior to that I was a member of the leadership team of Ashridge Consulting, Partner at Oliver Wyman responsible for their Executive Development practice in Europe, Managing Director of Insight Consulting, Corporate Director of Organization & Executive Development at Zurich Financial Services, and Head of Management Development at Dow Chemical Europe, Middle East & Africa.*

**Focus of consulting practice**

The focus of my consulting practice is on supporting CEOs, senior managers and their teams in complex and difficult individual and organisational change processes, such as improvement of board and management-team effectiveness, the development of organisational culture, and the improvement of individual and collective leadership capabilities and practices.

**Core expertise****LEADERSHIP MASTERY**

Through intensive, person-oriented and relational coaching processes consisting of challenge, experimentation and reflection I support CEOs and senior managers in addressing important personal and organizational issues.

**COLLECTIVE LEADERSHIP**

I act as robust sparring partner to Boards and senior management teams to help them improve the quality of their collective leadership practice and increase their individual and collective impact. I also design and facilitate innovative leadership development journeys that enable diverse groups of managers or young high potentials to develop their clarity, ability and commitment to be prepared to handle the future challenges of their role in business and society.

**ORGANIZATIONAL VITALITY**

I design and facilitate (together with a worldwide network of senior consultants) powerful large-scale engagement and organizational development processes that help organizations to develop high degrees of engagement and agility in order to implement their strategy and achieve their desired impact and aspiration.

### **Selected clients**

I am working globally (in English and German) with organizations from across a multitude of industries, both in the private and public sector such as Cisco Systems, Credit Suisse, Deutsche Bank, British Telecom, O2, Swiss Telekom, Holtzbrinck Publishing, Nestle, Leica, General Motors, Coca-Cola, Ericsson, Ernst & Young, Herbert Smith Freehills, Ipsen, McKinsey, Mondi, Nokia, Novartis, Roche, Serono, Siemens, Swiss Re, Swiss Agency for Development and Cooperation, World Council of Churches, Plan International.

### **Teaching experience**

I have taught Organization Consulting and Change on the Ashridge Masters in Organization Consulting, Leadership Development at Management Centre Europe (MCE) and the European Foundation for Management Development (efmd), and Leadership and Mindfulness at IMD and Said Business School, University of Oxford.

### **Academic qualifications**

- 2013 – **DProf - Doctor of Professional Practice in Organisation Change:** Middlesex University, UK
- 2006 – **MSc (Distinction) - Master of Science in Organisation Consulting:** Ashridge Business School, UK
- 1985 – **MA - Master of Arts in Education:** University of Hamburg, Germany

### **Professional development**

- Since 2014 – **Family Therapy training:** Systemic Institute Augsburg, Germany
- 2013 – **Hogan Assessment Certification:** Meta-Consulting, Germany
- 2004 – **Diploma in Body-centered Awareness:** The Focusing Institute, Switzerland
- 2003 – **Diploma in Person-centered Coaching:** Swiss Association for Psychotherapy and Person-centered Consulting (SGGT), Switzerland
- 1999 – **Gestalt Therapy training:** Esalen Institute, USA
- 1997 – **Senior Leadership Program:** IMD, Switzerland
- 1996 – **Leadership Program:** Northwestern University, USA
- Since 1995 – **Meditation and Mindfulness Training**
- 1992 – **Internal Consultants Development Program:** PWC and Management Centre Europe, Belgium