

Resume
Sabine Tober



accompany
decision-makers, teams and organizations
during development and change processes



„One of my tasks as consultant is to strive for calmness and constancy and to motivate people with enthusiasm for change.”

Sabine Tober, independent consultant with national and international network partners

Experience in a variety of industries (chemical industry, retail, advisory). I've worked as team member and as leader, for example as key account manager, HR manager, change management coach, partner of an international management consultancy and as a lecturer in change management (University of Cooperative Education Stuttgart).

Studies in business administration, social psychology and media communication.

Training courses in the areas of Systemics, Transaction-analysis, Hakomi, Coaching, Supervision, Facilitation, Cross Culture Management, Integral Organizational Leadership and Training

Depending on your needs, I will support you in form of **coaching, conception, accompaniment** and **implementation** of

- Change Management Processes, Strategic Advices, Organisational Development Projects,
- Strategic Management Development Concepts and Instruments,
- Executive Coaching and Mentoring, Leadership Training Courses,
- Projects in intercultural Contexts

My consultation attitude

a respectful interaction with people, a recognition of their autonomy and the development of their abilities

the use of my intuition as a practical instrument for intervention

deep understanding of company-specific situations and the ability to visualize a complex context of problems and solutions in a clear and efficient way

the skill to create appropriate strategic concepts and implement them clear an acceptably

the ability to retreat from a consulting situation in the appropriate time and manner

Selection of consulting projects

Strategy Advice, Change Management, organizational development

- Reorganization projects and process optimizations (Work-Flow)
- Post and Pre Merger integrations
- Systemic company and support of change management processes
- Development of area strategies, strategic reorientations and definition of core competences
- Implementation of group work and self-directed working groups
- Accompany of outsourcing processes (corporate divisions)
- Real time decision making processes in large group conferences (e.g. change management projects; customer conferences with up to 3,000 participants)
- Consultation of learning organizations and evaluation processes
- Identification and redefinition of vicious circles and strategic dilemma
- Process transformation e.g. sequential too parallel production processes

Strategic human resources development, human resources management consulting

- Specification of role models and competence profiles
- Development of knowledge-based project staffing modules
- Development and implementation of potential, performance and project assessments
- Development and execution of management audits (also in M&A projects), 360° feedback
- Bottom-up feedback processes for the determination of internationally comparable scoring values
- Development and execution of management diagnostics systems
- Implementation of training academy and executive development programmes

Coaching, super vision, team development

- Coaching executives during development and change processes
- Team-advisory and team-development
- One-to-one and project supervisions
- Conflict moderations and crisis interventions
- Successor advisory OMBs

Training

- International consultant training (Train The Coach, Train The Consultant)
- Internal training courses to change agents and change management training for process consultants and project manager
- Training virtual leadership competence
- Integral leading change training for executives