



## EVA RÖTTGERS

30 years of experience as 'Change Agent' (Manager, Therapist, Coach and Organizational Development Consultant). She has been working in leadership development programs, communication skills trainings and as coach for executives, consultants and HR professionals. Beyond her work in training and individual coaching she is a consultant for longterm change processes within organizational units. Working languages are German and English.

### Professional Experiences:

#### Management

- Founding Partner of „Institut für Gestaltorientierte Organisationsberatung“ – IGOR – in Frankfurt (1992 - present)
- Manager of a Berlin City Council Community Center (1981-85)

#### Leadership Development and Coaching

- Leadership training programs for communication and conflict resolution (1985-2000)
- Development program for executives - 3 modules à 3 days (2000 - present)
- Individual Coaching for managers, HR professionals, trainers and consultants (1990 - present)

#### Consulting Projects

- Redesign of the organizational structure and culture of a business unit (Telecommunication Provider)
- Team development projects and conflict management for various international teams (Telecommunication Supplier)
- "Future Search Conferences as Marketing Strategy" (Pharmaceutical Company)
- "Building partnership – from conflict to integration" (US-German Advertising Agency)
- "Improvement of internal communication" (Telecommunication Supplier)
- „People skill development for engineers in a 'Global Technical Education Program'" (Automotive Industry)
- „Development of a continuous process improvement culture" (Financial Services)

#### Trainer for Gestalt Organizational Consulting and Change Management

- „International Program for Organization & System Development" - 5 modules à 6 days each in various countries (IGOR & Gestalt Institute of Cleveland/Ohio 1992-2002)
- „Managing Change International" (3 modules à 3 days), a program being held in Mexico, Russia, Norway, France and Germany (1995 -2005)
- 3 years organizational consulting training program in Berlin (2002 - 2007)

### Professional Development:

- Born 1953; studies of Psychology, Pedagogics and Sociology at the „Technische Universität von Berlin“, Degree „Diplom-Pädagogin" 1978
- Gestalt Therapy Training 1982-85 (IGG Berlin)
- Training: various approaches 1983-86 (TZI-M. Fricke, NLP-T. Stahl/J.Kluczny and Bioenergetics);
- Group Dynamic Training 1985-87 (K.Doppler, W.Leuschner, I.Kähling, L.Nellesen)
- Process Consulting 1989+2010 (Ed Schein/MIT Boston), Systemic Consulting 2000 (F.Simon)
- International Program „Organization & System Development“, OSD Graduate Program, Working with Groups, Working with Intimate Systems 1988-98 (Gestalt Institute Cleveland, Ohio/USA)
- Large Group Interventions: Future Search Conferences, Real Time Work Design Competencies – 1994-98 (M.Weisbord, M.z.Bonsen, K.Dannemiller et al)
- Intercultural Competence for Practitioners and Trainers 2002 (ICPT-Training of the Zurich University of Applied Sciences)
- Organizational Constellation 2002-2003 (G.Weber)
- Supervision with R.Timel, U.Heim, S. Romanens-Geiger, K.Doppler
- Zertification for: „The Intercultural Development Inventory" 2003 (M.Bennett, M.Hammer); Gestalttypen-Indikator 2004 (GIK Köln); Stab/Extended DISC 1985/2004; LSI/GSI/OCI (Human Synergistics 2007); Management Drives (2007); Insights Discovery (2010)