

Resume  
Sabine Tober



accompany  
decision-makers, teams and organizations  
during development and transformation  
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, Neuropsychology (TOP-Diagnosis), Certified Management 3.0 Trainer, Mediato, Instant Change Professional and Member of the Academy for Neural Education

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**

- agile working processes
- 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**

- Development of high performance teams
- 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**

- Training on attitude change, neuronal rewiring, dealing with complexities and fragmentations and deep change of beliefs
- Internal trainings for change agents and change management trainings for process consultants and project leaders
- Trainings on expanding NewWork leadership competence and Management 3.0/4.0