



## JÜRGEN FERCHLAND

He has been working since 1985 as an external consultant in Human Resources and Organization Development for private and public organizations. He has expertise in coaching, leadership and management development, team building, employee involvement efforts and change management, with a focus on the human element of change. Working languages are German and English.

### Professional Experiences:

#### Management

- Founding Partner of Conecta Care GmbH, a company for employee assistant programs, Frankfurt (1988 - 1992)
- Founding Partner of „Institut für Gestaltorientierte Organisationsberatung“ – IGOR – in Frankfurt (1992 - present)
- Partner in an international joint venture training program “A Gestalt Approach to Organization and System Development” in a German/U.S. team (1992-2002)

#### Leadership development

- Designed and delivered leadership training in communication and conflict management (1985-2003)
- Coaching for team leaders and executives (1986 - present)

#### Consulting projects

- Redesign of the organizational structure and culture of a business unit (telecommunication provider)
- Team Development projects and conflict resolution (banking sector)
- “Future Search conferences as marketing strategy” (pharmaceutical company)
- “Building partnership – from conflict to integration” (U.S./German advertising agency)
- Design of a new organizational structure (new economy IT company)
- Redesign of the workflow in mobile phone plant (telecommunication supplier)
- Alignment of the organizational goals and culture at the executive level in a plant (car maker)

#### Trainer for „Gestalt Organizational Consulting“

- „International Program for Organization & System Development“ - 5 modules 6 days each in various Countries (IGOR & Gestalt Institute of Cleveland/Ohio 1992-2002)
- „Managing Change International“ (3 modules 3 days each), a program being held in Mexico, Russia, Norway, France and Germany (1995 - present)
- 3 year organizational consulting training (joint venture IGG – IGOR, 2002 -present)

### Professional Development:

- Born 1949; apprenticeship as clerk (1965 – 1967)
- Study of political economy, finance, sociology and social psychology at the university of Cologne; degree Diplom Volkswirt 1977
- Gestalttherapy training 1982-86 (IfG-Düsseldorf)
- Process Consulting 1989 (Ed Schein/MIT Boston)
- International Program „Organization & System Development“, OSD Graduate Program, Working with Groups, Working with Intimate Systems 1988-98 (Gestalt Institute Cleveland, Ohio/USA)
- Intercultural Competence for Practitioners and Trainers 2002 (ICPT- training of Zurich University of Applied Sciences)
- Organizational Constellation Work 2002-2003 (G. Weber)
- Systemic and hypnotherapeutic concepts for Organizational Consulting and Coaching (G. Schmidt, Heidelberg 2004-2006)
- Advanced Group Track (Gestalt Center for Organization & Systems Development, Cleveland/Ohio 2010)
- Gunther Schmidt personal consultant (2004 - present)