

# Consultant Profile



## **Sandra Lenhard**

Expert for the development of people and organisations

### **Facts**

Lenhard Organisationsberatung GmbH  
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## Portfolio

- » **Organisational Development:**  
Consulting and coaching for comprehensive change processes
- » **Leadership Development:**  
Design and realisation of sustainable leadership development programmes for the development of practical management and leadership competence on an individual level
- » **Management Coaching:**  
Coach and sparring partner for demanding leadership challenges, in situations of transition and reorientation, and in efforts to expand your options and increase your own effectiveness
- » **Moderation:**  
Design and facilitation of management workshops, team development sessions and large group events (e.g. on topics such as future planning, strategy implementation, cooperation or role clarification)
- » **Seminars:**  
Design and realisation of practical seminars with lasting effects
- » **Conflict Resolution:**  
Support and mediation in work-related conflicts

## Philosophy

### **Sustainability and self-determination**

Corporate goals can only be permanently achieved if the people in an organisation work together – and never against each other. No matter what your goal, my objective is to help you to permanently shape and follow the path you need to achieve it. I see myself as a temporary coach and sparring partner, who provides you with orientation and support. We will work together to develop tailor-made, balanced approaches and achieve effective solutions.

## Expertise

**Interdisciplinary competence (Business Studies & Psychology):** in my work, I productively combine my wealth of experience in “hard” and “soft” factors and make this available as required.

**Many years of management, consulting and training experience in national and international corporate settings:** I know from my own experience what I am talking about. My work is correspondingly specific and practice oriented.

**Targeted further education, training and self-reflection:** by continually striving and working to develop my own skills and competences, I am able to guarantee high professionalism – even in delicate situations.



## Experience

### **Lenhard Organisationsberatung GmbH, Zurich**

Since 2008: independent consultant, coach and trainer, working in a wide range of industries on both a national and an international level

### **UBS AG**

Director for customised organisational & leadership development solutions; manager, consultant, coach and senior management trainer (3 years)

### **PricewaterhouseCoopers**

Senior consultant, human capital management; focus: HR transformation, change management and cultural change; all industries (8 years)

### **Credit Suisse**

HR manager, IT and private banking division (5 years)

### **ZKB**

Trainer, IT applications division (2 years)

## Training & Qualifications

- » Executive coaching (2.5 year training programme), Coaching-Zentrum München (Hephaistos, Klaus Eidschink)
- » Long-term complementary consulting training, Königswieser & Network, Vienna
- » Systemic organisational development (2.5 year training programme), MCV Voralberg, Lustenau, Austria
- » Various courses in group dynamics and conflict mediation, at Königswieser & Network, Trigon and Comteam
- » Business Certification for Systemic Constellations, SySt Munich (Matthias Varga von Kibed and Insa Sparrer)
- » MBTI, BIP and WOPI certifications
- » PMS Personnel management seminar (2-year course for HR managers), Peter Müri, Zurich
- » Business Studies, FHS/HWV, St. Gallen University of Applied Sciences
- » Primary school teacher training, Kreuzlingen, Thurgau

## Lecturing Activities

- » Leadership & Conflict Management, MBA, Sparkassen Group Germany
- » Consulting & Conflict Management, MAS HCM, Zurich University of Applied Sciences
- » Leadership, SNV (Swiss Association for Standardization)

## Memberships

Member of the OE Forum Schweiz (Swiss Organisational Development Forum) and FHS Alumni Association

## Hobbies & Interests

I am passionate about my work, love what I do and consider it my hobby. I also make sure that there is enough time in my life for my family, friends and relaxation. I enjoy exercising. To maintain strength and inner calm, I practice yoga and meditate regularly. I also like to relax with a book or by listening to classical music, blues or jazz.