

Consultant Profile



Sandra Lenhard

Expert for the development of people and organisations

Facts

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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
- » **Seminars:**
Design and realisation of practical seminars with lasting effects
- » **Conflict Resolution:**
Support and mediation in work-related conflicts
- » **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)

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

- » Psychological consulting and coaching (3 year Master class programme, at current) and Executive coaching (2.5 year programme) Coaching-Zentrum München (Hephaistos.org, Klaus Eidenschink)
- » Agile organisational development, Heitger Consulting, Vienna/Berlin
- » 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

Lecturer for Leadership, Conflict Management, Consulting and Communications in various MAS/CAS at Fachhochschule Nordwestschweiz (FHNW) and Zurich University of Applied Sciences (ZHAW)

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.