



**Carina Bayerdörffer**  
Senior Consultant

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*»Change requires  
(en)courage(ment) and  
perseverance.«*

## Carina Bayerdörffer

*»Act as if what you do makes a difference.  
It does.« (William James)*

- Senior Consultant at osb international
- Organizational development with a focus on change and leadership
- Organizational learning and customer-specific qualification schemes for leaders, talents, project leaders and teams (digital, blended, in presence)
- Design and facilitation of large group events and innovative formats

### Recent consulting activities

- Projects dealing with the future of managing people and learning, reorganization and cultural change, IT projects
- Strategy and transformation processes including project management
- Design and facilitation of national and international leadership development programs
- Consulting, coaching and training addressing lateral and collaborative leadership, tandem leadership, diversity, collaboration in distributed and virtually working teams, agile forms of working, cooperation in international and intercultural settings

### Professional background

- Diploma in economics and management (Diplom-Ökonomin) from the University of Witten/Herdecke with a focus on organizational theory and practice
- Multi-year long research project at the Copenhagen Business School on “Managing with Strategic Visions” at the department of management, politics and philosophy as part of a phd-program
- 4 years as project manager for the management board of a medium-sized family business in the food industry
- Over 10 years of experience as management consultant with experience in large and medium-sized corporates, family- and owner-led companies, start-ups as well as non-profit organisations and academia
- Professional development in the systemic consulting of organisations, facilitation, talent assessment (INSIGHTS MDI®), agile forms of working
- Teaching assignment at the university of applied sciences in Zurich in the masters program applied psychology and Frankfurt School of Finance and Management
- 20 years voluntary work for the United World Colleges Germany, currently as member of the managing board responsible for HR (worldwide movement for intercultural and transformative education)