



Max Karras

Network partner

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*»Consultation means change;
only with evidence-based
models and consideration of the
organization, professional
consultation becomes not a
matter of chance.«*

Max Karras

»The best way to predict the future is to shape it « (Willy Brandt)

- Network partner at osb international
- Conception and accompaniment of transformation processes
- Consulting and accompaniment of complex change projects
- Systemic management and organizational development consultant
- Systemic Coach and trainer

Recent consulting activities

- Consultation and accompaniment for transformation processes as well as in establishing Transformation Management Offices
- Consultation and concept development on streamlining bureaucracy (Dynamic Shared Ownership models)
- Strategy development and support for implementation (HR strategies)
- Change and communication management for various IT change projects (AI systems, SAP, Office 365)
- Facilitation of strategy and team workshops
- Coaching of executives and project leaders and designing development programs
- Training on strategy, organizational development, and project management

Professional background

- Bachelor's degree in Media and Business Psychology from the University of Media, Communication and Economics (HMKW)
- Master's degree in Counseling Science from Humboldt University of Berlin
- Training in Systemic Coaching (DBVC) at the artop Institute at Humboldt University of Berlin
- Certified in Human-Centered Design & Rapid Prototyping at the Hasso Plattner Institute
- Change Management Practitioner from PROSCI
- Certified as an Innovation and Agility Coach from Zero360
- Certified in the field of Transformation Consulting from osb international
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