



**Dr. Simone Ostermann**

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*»Organizations are social systems. They only move when their members move.«*

## Dr. Simone M. Ostermann

*»Culture eats strategy for breakfast: The best change programs fail due to invisible organizational cultural barriers.«*

- Senior Consultant at osb international
- Systemic organizational and management consultant with focus on leadership, strategy development as well as support of change processes and organizational development

### Recent Consulting Activities

- Projects on strategy development, strategic realignment and reorganization of whole organizations and organizational units, especially in the field of healthcare and science organizations
- Consulting of management teams in strategy implementation, organizational development and change management
- Design and implementation of leadership development programs
- Executive coaching
- Trainings on strategy, leadership and change management

### Professional background

- Degree in Business Administration and Psychology at the Free University Berlin, the Berlin School of Economics and Macquarie University Sydney
- Doctorate in Economics (PhD / Dr. rer. pol.) in cooperation with Charité University Medicine at Free University Berlin at the Chair of Organization and Leadership, Prof. Dr. Dr. h.c. Georg Schreyögg
- Director for the department "Healthcare and Science" at Nordlicht Management Consultants, Consultant at the Federal Ministry of Education and Research, Senior Consultant at Kienbaum Consultants International GmbH; PostDoc Researcher at the European University Viadrina, Frankfurt/Oder, Freelance Lecturer at the Distance University of Hagen as well as the MSH Medical School Hamburg
- Training as systemic business coach at HM-I Holistic Management Institute, ISM - International School of Management and Kienbaum Academy; training as certified mediator at inkovema; certified SCRUM Master