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Senior Consultant

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*»The core competence of leadership is character.«  
Warren Bennis*

## Sebastian Passow

*»Organization and leadership: Success always stems from an initial courageous decision and the appropriate organization of the consequences.«*

- Senior consultant at osb international
- Systemic strategy and management consultant
- Executive coach, change manager and leadership trainer

### Recent consulting activities

- Advisory of leadership systems and Boards in strategy development and implementation
- Development and management of transformation programs within multi-stakeholder environments
- Design and implementation of change architectures and learning journeys to support change projects
- Organizational development und change management
- Conception and realization of potential, leadership and multiplier programs in reorganization programs
- Coaching, training and teambuilding for teams, leadership groups and top management
- Training on strategy, leadership and change management

### Professional background

- More than 20 years of experience in supporting people and organizational systems
- Managing director Nordlicht Management Consultants GmbH
- Army officer education track within the Federal Armed Forces of Germany and study of vocational and industrial education at the Helmut Schmidt University - University of the Federal Armed Forces
- Military leadership roles (national und international) in mechanized infantry; psychological operations, media development and broadcasting and in leadership and talent development (German Center of Operative Communications)
- Strategy and management consulting in health organizations, scientific institutions and communities, federal ministries and authorities, municipalities and other public service institutions as well as in the private sector
- Systemic trainer (dvct-certified), coach and certified Scrum Master
- Additional education in St. Gallen (General Management) and IMD Lausanne (High Performance Leadership)