



## Dr. Alexander Schmidt

*»Making full use of abundant opportunities«*

- Senior consultant at osb international
- Lecturer at several universities on family-owned businesses and business families, strategy development, organizational design, leadership and change
- Chairman and executive director in several investment companies

### Recent consulting activities

- Consulting family-owned businesses:
  - Becoming a digital company
  - Further development of strategy, purpose and values
  - Redefine the organizational design for the transition from an owner-managed company to externally managed
  - Support in monitoring the implementation
  - Sparring for the owners
- Further development of strategy, organizational design and leadership development in corporate and research organizations
- Executive coachings, also supported with potential assessments
- Consulting for construction of networks and ecosystems
- Customized leadership development and expert programs

### Professional background

- PhD on the Management of Interorganizational Cooperations and Networks at the IFF, Department of Organizational Development at the University of Klagenfurt, Graz and Vienna
- Certified as SCRUM master and for several potential assessments (Harrison, Hogan, CAPTain, OPQ32, ...)
- Continuous professional development on systemic structure constellations (M. Varga von Kibéd), intercultural management (M. Hammer / IDI), facilitation of large groups (M. zur Bonsen), systemic coaching (ÖAGG) and project management (Primas-Consulting)
- Certified for organizational development (ÖAGG)
- Group dynamic self-experience (ÖGGO and ÖAGG)
- Studied Electrical engineering (Technical University of Vienna)
- Guide for mountain bike and ski tours in Austria and abroad
- 15 years of professional experience in IT, environmental technologies, and implementation of management systems (EMAS) at banks
- Publications on: managing the generational dynamics in family-owned businesses, strategy and organizational design in owner-driven corporates and research organizations, as well as corporate networks and cooperations

#### Dr. Alexander Schmidt

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*» My consulting is based on trusting relationships with owners and top managers. It is important for me to bring people, systems and organizations to their full power and effectiveness. «*