

András Karácsonyi, PHD

Focus, empathy and good intuition, structured and, at the same time, flexible frameworks for leaders and teams to solve issues, make decisions, or develop themselves.

András' work style is described by customers as focused, goal-oriented, flexible and transparent. After completing his master's degree in psychology and a doctoral thesis on leadership and corporate culture, he worked in organizational and leadership development as well as in transformation management. Over the last 10 years, he has supported large European companies in organizational transformations and complex leadership development programs, often in collaboration with internal consultants. He uses his skills to manage stakeholders and identify relevant tipping points for successful transformations. András supports managers in using their strengths and uniqueness in their leadership style, especially in the development of high-performing teams.

Education

- University of Vienna & Diplomatic Academy & WU Executive Academy
- Systemic organizational development and coaching at SySt®
- Systemic coaching including certification at ISO17024 (ongoing)
- Variety: OKR, A.I. at MIT, Designing Strategy IDEO, Sociocracy 3.0 etc.
- Certified Supervisory Expert (CSE) for supervisory boards

Specialities

- Change management und organizational development
- Complex processes of leadership development
- High-Performing-Teams
- Executive Coaching
- Result orientation, execute and collaborate in highly uncertain, complex and ambiguous environments
- Joint programs with and development of internal consultants

Reference clients

- | | |
|------------------------|--------------------|
| • Andritz | • Generali |
| • BASF | • GSK Bio |
| • Arvato/Bertelsmann | • Magna Powertrain |
| • BMW Group | • Nokia |
| • Boehringer Ingelheim | • Raiffeisen Bank |
| • Ecolab | • Rivery |
| • Europapier | • TTTech |
| • Evonik | • Siemens Energy |
| • Gedeon Richter | • VAMAV |
| • GE Healthcare | • Velux |

