



## CV

### **Dipl.-Ing. Sabine Pelzmann, MSc MBA**

Date of Birth: 11.7.1966

2 daughters: Laura (born 1993) and Teresa (born 1995)

Grow up in Maria-Saal, Carinthia in Austria

Living in Graz, Styria in Austria



Sabine Pelzmann is expert and consultant for integrated and customized development of organizations, managers and teams.

She is an organizational consultant, executive coach and supervisor (ÖVS). She forms executive managers and entrepreneurs and assists them in designing and implementing change processes in their organizations. Sabine Pelzmann works as a lecturer for leadership in some universities.

Due to her technical, economic and socio-scientific training she can build interdisciplinary bridges.

Thinking in overall contexts, interdisciplinary and cross sectoral, has a great influence on her work.

Consulting experience in Austria, Germany, Switzerland, USA, Ukraine, Georgia, Italy and Denmark.

## **EMPLOYMENT HISTORY**

### **Work History**

Dipl.-Ing. Sabine Pelzmann, MSc  
MBA

Johannhöhe 12, 8010 Graz

H +43/664/4532048

office@pelzmann.org

[www.pelzmann.org](http://www.pelzmann.org)



Since Jan 2004	Self-employed consultant, Pelzmann Unternehmensberatung, Graz, organizational changemangement with personal focus
Apr 2001 – Dez 2004	Employed consultant, ICG, Infora Consulting Group, Graz, change- management, human resource and executive development
Apr 1996 – Mar 2001	Assistant general manager, LFI Steiermark (education and training center for the rural area), responsible for human resources, marketing and education demand management
May 1993 – Mar 1996	Member of research projects for AMF (Austria Milk and Food) and Biosonn (biological food), together with the Karl Franzens University Graz
May 1990 – Apr 1993	Employee of AMF and Biosonn, marketing and total quality management

### **Academic Positions**

Since 2013	Lecturer at the University of Southern Denmark (leadership laboratory)
Since 2010	Lecturer at the Danube University Krems (organizational development and systems theory)
Since 2009	Teaching supervisor at the Danube University Krems
Since 2008	Lecturer at the Hochschule für Agrar- und Umweltpädagogik Vienna (projectmanagement)
April 6 to June 15, 2009	Visiting professor for organizational behaviour St. Mary's College California (Organizational Behaviour and Management)
Since 2005	Lecturer at the medicine university Graz (supervision)
2004 - 2012	Lecturer at the University of Applied Sciences St.Pölten (human resources and leadership)

### **Research**



2006 : About the need of leadership development and coaching in multi structural change processes (a quantitative empiric study) – Danube University Krems

2011: About the need of leadership development and coaching in multi structural change processes (a quantitative empiric study)

## EDUCATION

2006 - 2009	Post graduate study of Business Administration at the Danube University, Krems (MBA)
2003 - 2006	Post graduate study of coaching and organisational development at the Danube University, Krems (MSc)
1985 - 1990	Study of agriculture at University of Natural Resources and Applied Life Sciences, Vienna (Dipl.-Ing.)
1984 - 1985	Study of biology at Karl Franzens University, Graz
1976 - 1984	Secondary school (Bundesrealgymnasium) in Klagenfurt
1972 - 1976	Elementary school in Maria-Saal

## PROFESSIONAL QUALIFICATIONS

2012 – 2013	Systemic Consulting (Fritz Simon, Wolfgang Looss and Torsten Groth)
2010 and 2011	Processwork qualifications (Ary Mindell) in Portland, Oregon
Feb 2005	British Retail Consortium (BRC) Third Party Auditor, London
Aug 2001	Solution focused Organisation-Scenarios, Varga von Kibed, Hungary
2000 – 2001	Master education of Neuro Linguistic Programming, Graz



Jul and Nov 2000	Projectmanagement, BIT Graz
1998 – 1999	Practitioner education of Neuro Linguistic Programming, Graz
1997 - 1998	Total Quality Management (TQM), Graz and Vienna

## AWARDS

2006: Constantinus Award	Concept and implementation of a consultant project concerning human resources and executive development in the governance
2011 Constantinus Award	Knowledge Benchmarking in the Austrian Financial Ministry
2013: Constantinus Award	Green Care in Vienna – a pilot project supported by federal and national institutions as well as by the European Union

## PUBLICATIONS

### Books

- **Integrative Tools für die Team- und Organisationsdiagnose. Wirksam beraten.** Von Sabine Pelzmann und Bettina Strümpf, 2. Auflage, 2018, Springer Verlag. ISBN 978-3-658-19831-2
- **In meinem Ich.** von Sabine Pelzmann, 2018, Ueberreuter Verlag, ISBN 978-3-8000-7705-2
- **Coaching im Change. Über den Bedarf von Führungskräfteberatung im Rahmen von Changeprozessen.** von Sabine Pelzmann, Akademikerverlag, ISBN: 978-3-639-87660-2

### Articles

- **Was können uns Märchen über Führung sagen? Zwei Interpretationen zu Führungsaspekten im Märchen "Dornröschen".** von Sabine Pelzmann und Ingo Winkler, veröffentlicht in den "ÖVS News", 3/2017, S. 9 - 14
- **Erlauben sich Schulleiterinnen und Schulleiter zu führen? - Rollenverständnis, Rollenerwartungen und Rollendurchsetzung in den ersten Berufsjahren** von Olivia



de Fontana und Sabine Pelzmann in "Professionalisierung von Pädagoginnen und Pädagogen", N. Bialowas/W. Vogel (Hg.), 2016, BOD Norderstedt, S. 51 - 83, ISBN 978-3-7392-4364-1

- **Führung** von Wolfgang Pölz und Sabine Pelzmann; in: "**Praxisbuch ISO 9001:2015. Die neuen Anforderungen verstehen und umsetzen**", A. Koubek (Hrsg.), 1. Auflage 2015, Carl Hanser Verlag München, S. 57 -76
- **Ein Leadershiplaboratorium für die Universität** von Sabine Pelzmann und Ingo Winkler, Neue Hochschulzeitung, 3/2014, Seite 81, NWV Verlag
- **A Laboratory to Teach Leadership to Undergraduate Students** von Sabine Pelzmann und Ingo Winkler, Reflecting Education, Vol 9, No.1, 2014
- **Wissen braucht Führung:** Veröffentlicht: Wissensmanagement - Das Magazin für Führungskräfte, Heft 4/2014
- **Nachhaltige Veränderung braucht Coaching und Supervision: Beratung im Rahmen komplexer organisatorischer Veränderungsprozesse;** Veröffentlicht: ÖVS news 2/2012
- **Teamentwicklung im Aufsichtsrat**  
Veröffentlicht: Aufsichtsrat aktuell 3/2012, Linde Verlag
- **Die Frauenfrage ist auch eine Wirtschaftsfrage**  
Veröffentlicht: Steiermark: Innovationen: 2011, Leykamverlag
- **Coaching und Veränderung – weshalb greifen sie zum Coach?** Wiener Zeitung, Verwaltung innovativ, 01/2009
- **Coaching im Change,** Profile: Internationale Zeitschrift für Veränderung, Lernen und Dialog, 14/2007, EHP
- **Schlechte Führung und das Leadershipgeschäft,** Profile: Internationale Zeitschrift für Veränderung, Lernen und Dialog, 14/2007, EHP
- **Über den Bedarf von Führungskräfteberatung – Supervision und Coaching – im Rahmen komplexer organisatorischer Veränderungsprozesse,** Masterthese Donau Universität Krems, 2006

## PROFESSIONAL MEMBERSHIPS

- Alumni Danube University Krems
- Alumni University of Natural Resources and Applied Life Sciences, Vienna

## VOLONTARY ENGAGEMENT

- Since 2012: member of the accreditation team of Ö-CERT
- 2006 - 2009: President from catholic action (the official organisation from and for lay



people ) in Styria

- 2006 - 2009: Member of the board of trustees from the afro-asiatic-institut Graz
- Since 2012: member of the Accreditation team of Ö-Cert (for Austrian Educational institutes)

## **LANGUAGES**

- German
- English
- Spanish (a little bit)

## **CONSULTING PROJECTS**

### **Focus**

- Change and transformational organizational development
- Leadership Development
- Organizational behaviour
- Large group interventions