

## **Dr. Regina Hauser – Hauser ONE**

Organizational Consulting and Coaching in Freiburg



**”** *With my long-term experience in the field of organizational consulting and leadership development I am convinced by the following:*

*Change processes may only be effectively steered and accompanied when well-grounded work-content goes hand in hand with the conscious personal reflection of one’s own pattern of behavior and inner mindset, within a dynamic process. This is valid for organizations, as well as for individuals. In all my basic approaches and my entire work, this principle is embedded.*

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Regina Hauser

## About me

After studying economics at the University of Freiburg, diverse sojourns abroad in London, France and the US followed. With the beginning of my professional life, until today, I have devoted myself to an intensive qualification and further development in psychological and organizational themes. My intention, to bring people and organizations together in a way which adds value and endows meaning for both parties, is my model for all my decisions and actions. In responsible leadership and management roles of international companies, I was able to apply and integrate this demand in diverse manners.

Staying curious, always questioning existing boundaries and exploring unknown terrain, was the essential impetus for my avocational doctorate at the University of Witten Herdecke on the theme of intercultural management. The accompanying research journey to the US, South Africa, Japan and China brought insight and inspiration for my further development.

Since the end of 2011 I have been an independent organizational consultant and coach with focus on Change

Management, Coaching, Leadership and Team Development. As a result of my vast experience as Head of Human Resources, I also consult organizations on HR related issues. A further content focus of my work is the design of processes and learning programs to develop intercultural competence.

I was delighted to contribute my expertise in the field of change as a lecturer at the Duale Hochschule Stuttgart for the Bachelor's and Master's course in Change Management from 2013 to 2017. Since 2013 I have been a trainer for the Controller Akademie AG for Change Management, Leadership and Team Development.

In 2019 I expanded my offerings with my training as an Effectuation Expert. Effectuation offers an agile consulting and coaching method and attitude facing the increasing uncertainty and complexity of our time.

I live in my adopted home Freiburg with my family.

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## **On-the-job further education as organizational consultant**

- „Next Step“-2-year curriculum for external and internal consultants with a systemic background at osb international Consulting AG, Vienna
- Qualification in organizational development: Professional steering and shaping of development processes in organizations at TOPS e.V., Berlin, leaders: Dr. Klaus Doppler and Dr. Cornelia Edding
- Further qualification as Effectuation Expert for entrepreneurial handling of uncertainty by Michael Faschingbauer and Prof. René Mauer

## **On-the-job qualification as trainer and coach**

- Practice-oriented education as trainer for communication, cooperation and conflict resolution at the Institut für Betriebspsychologie (IfB), Neufahr
- Systemic-theoretical and practice-oriented qualification as coach at Open System Network AG, Zürich

## **Training qualifications**

- Myers Briggs Type Indicator (MBTI) – personality profile
- Team Management Profile (TMP) – team profile
- Intercultural Navigator – intercultural competence profile
- W.E.R.T. personality profile on leadership preferences
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## **Continuous further education in personality development**

### **Qualifications in personality development, conflict resolution and group dynamics (exemplary):**

- Group dynamics qualification with Dr. Klaus Doppler
  - Basic and advanced training for management
  - Group dynamics for trainers and consultants
  - Resolving conflicts/dissolving barriers/releasing energies
- Advanced training in group dynamics at the Freien Universität Berlin: Hierarchies and status in groups and organizations
- Advanced training for personality development with Dr. Hellmuth Fuhrmann
- Conflict management at JANUS and Team Dr. Rosenkranz
- Intensive dialectic training with Dr. Baldur Kirchner

### **Qualifications in the field of intercultural competence (exemplary):**

- Doctorate with a practice-oriented research study and the publication of “Aspects of intercultural competence – learning in the context of national and organizational cultures”
- Two-year curriculum “The future of Management – Managing the future” with stations in USA, South Africa, Shanghai, Kyoto, under the lead of Dr. Klaus Doppler, Prof. Eckard Minx, Prof. Rudi Wimmer
- Further qualification “Change Special: Intercultural Management” in Cape Town, under the lead of Dr. Klaus Doppler

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## Focus theme

### Change Management

*” The drivers of change processes, which I have already supported, are numerous and diverse: from the task to overcome substantial crises in organizations to designing proactive sustainability for organizations. This also encloses the implementation of tailor-made learning programs with the focus to enable the individuals and organizations to be self-responsible and to think and act in an entrepreneurial manner. “*

#### Project examples

- Consultation and support of the transformation from a functional, hierarchical oriented organization to a process-oriented organization with team work
- Development, conceptualization and conduct of agile and future-oriented forms of learning (e.g. learning trips with management teams, enclosing visits to diverse organizations and ensuring the reflection and transfer of the experiences into the organization)
- Enhancing the future sustainability of an international production site through the various phases within its life cycle and in the course of increasing globalization
- Developing a jointly acquired profiling model in a services organization to be clearly distinguished in the market towards its customers, while also being used as a process for qualification and profiling of the employees
- Consultation and support of a transformation project in the field of broadcasting from a classical provider to a provider of digital solutions
- Development, conceptualization and consultation of agile and inter-connected forms of leadership and cooperation in a retail organization
- Development and conduct of a branding process in a clinic network resulting in a sustainable brand engagement process with all employees of the decentralized sites
- Re-orientation of a marketing and communication department with the objective to become a Business Partner for their customers as well as being a valuable sparring partner for the board of management in strategic decision processes

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## Focus theme

### **Coaching, Leadership and Team Development**

**”** *My conviction of how to develop sustainable leadership competence is formed by many years of being a leader on the one hand and as a consultant for people in responsible leadership positions on the other hand. The core of my work is based on the insight of Galileo: “You cannot teach a person anything, you can only help them find it within themselves.”* **“**

#### **Project examples**

- Conceptualization and implementation of tailor-made leadership programs in conjunction with the company strategy and with focus on implementing it into the work process
- Conceptualization, design and implementation of feedback processes in the organization to support a dialogue-oriented culture of leadership and cooperation
- Implementation of a 360° feedback process, starting with the board of management level to all levels of management, including supporting coaching initiatives for the leaders
- Varied coaching processes in diverse fields and organizations for leaders and experts. Occasions can be regular reflection of one’s own work and effectiveness as a leader, definition and examination of the own leadership understanding and role behaviour as a leader, changing of role or organization
- Support of team development processes on a content level (work processes) and with regard to topics relating to cooperation (team learning), according to demand and process-oriented

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## Focus theme

### Human Resources Strategy und Organization



*As Head of Human Resources, an essential principle during my work was to take on two complementary perspectives, on an equal footing with the leadership team: to shape a sustainable and comprehensive business strategy, and to consequently align the Human Resources strategy with the future capabilities of the company. Only when the two are interlinked, can Human Resources achieve a value-adding contribution for the company.*



#### Project examples

- Transformation of the Human Resources department, resulting in a strategic realignment and the implementation of a customer-oriented business partner model
- Introduction of a process for the acquisition and development of junior employees within the organization, considering all aspects of demographic change
- Conceptualization and carrying out of assessment centers for the selection of leadership personality profiles and the development of future leaders for the organization
- Implementation of objective agreement processes, with the focus on developing entrepreneurial awareness and to bring a higher level of transparency into the organization

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## Focus theme

### **Intercultural Sensibilization**

*” My own intercultural expeditions and learning journeys have brought me to the following insight: a conscious dealing with one’s own Not-Knowing and one’s Not-Understanding is the key for successful communication in situations of foreignness. “*

#### **Project examples**

- Project lead for the development of a European Leadership Program Changing Perspectives for the upper management levels of an international organization in cooperation with INSEAD
- Several years of leading an international team of experts in the area of organizational and personnel development
- Conception and implementation of intercultural learning journeys to enable the organization in relation to proactively forming the future across organizational and national borders
- Developing approaches to interculturally sensitize the employees and implementing said approaches within the organization



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