

Peter Osang

Project Partner



Based in: Berlin

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SPECIALIST AREAS

Development

Sales motivation/coaching // Leadership seminars // Conflict management // Career advice and coaching for specialists and managers of all levels

Transformation

Facilitation of change processes in companies // Systemic solution-oriented consultancy // Organisational development // Change management // Support for M+A // Team development

INDUSTRY-SPECIFIC EXPERIENCE

Automobile manufacturers and suppliers // Service industries // Utilities // Commerce and tourism // Pharmaceuticals // Management consultancy // Non-profit

CROSS-CULTURAL EXPERIENCE

Europe: Western and Eastern Europe

WORKING LANGUAGES

German // English

QUALIFICATIONS

Studies as a Communications Specialist

at the Bavarian Academy of Advertising, Munich.
Diploma: Communication Specialist BAW

Studies of Social and Business Communication

at the Berlin University of the Arts.
Diploma: Communication Specialist

Systemic coach, IFS Essen

Certified consultant, Rundstedt GmbH

Since 1998 Managing Director and Partner,
Osang & Kuhlmann Communication Consultancy
Ltd. Berlin

"Every way of behaviour has a very sensible and plausible reason for the person acting - recognising this and working with it in a constructive and appreciative way is wonderfully condensed in the sentence: "It's not a bug, it's a feature!"

Peter Osang has been working as an executive coach, consultant and trainer for over 20 years. The systemic, solution- and resource-oriented view characterises his way of working with communicative challenges of all kinds - whether in organisations, teams or in individual coaching. In an equally empathetic and humorous way, he supports the people involved in developing new perspectives or mental alternatives. So that the individual options for action become more numerous and concrete solutions more quickly tangible.

EXAMPLES OF PROJECTS

Development

Media-supported communication concept for the transfer of trainer know-how to managers for an energy and oil company

Development and realisation of a multi-level training concept to improve the method and communication competency of leaders

Step 1: Two-day workshop to find out and study key points about leadership, facilitation and motivation

Step 2: Development, design and equipping participants with easily understood step-by-step guidelines for them to use to put across their own training content to their employees.

The seminar won German Training silver prize from the BDVT (Organisation of professional trainers, consultants and coaches).

Development

Setting-up and overseeing the qualification of a sales department for a nationwide electricity provider

Design and delivery of a five-day seminar for the basic qualification of the new sales force.

Range of subjects: all sales tasks from initial telephone contact and discussion at PoS to visits to sales leads and all the resulting facets of communication
Varied mix of methods to activate and motivate, e.g., simulation, development of guidelines, team building exercises, autogenous training and self-organised practice elements.

Transformation

Systemic consultancy for an HR Business Partner in the main office of leading trading company

Development and running of a three-module workshop for HR employees to introduce the basic concepts of systemic consultancy linked to the upcoming change of roles from an HR service provider to an HR business partner on the same level

Strengthening of the communicative and consultancy skills of those responsible in HR via learning and studying systemic questioning techniques
Methodical development within the modules: starting with imparting systemic know-how to peer counselling using concrete participant concerns
Simultaneous development together of the understanding of the new role and working on the positioning of this understanding within the company.