

I believe people like to evolve beyond themselves. I am happy to support you with clear analysis, positive energy and creative solutions!

As a specialist for challenging questions, I have been consulting and coaching managers, leaders, experts and entrepreneurs for more than 25 years. With pragmatism, trust and humor I act as a "catalyst" to balance factual-logic (strategy, structure, goals) with psycho-logic (culture, relationships, personality). This creates new security, greater effectiveness and goal-oriented success for you, your team and your organization!



Industry Experience: banking & finance, trade, services, mobility & logistics, technology, environment, education, architecture, pharmaceuticals, IT, consumer goods, NGO's, administration, ministries. Working Languages: German and English

Offer for Leader & Team: Strategies for Evolvemement

- Strategy and goal alignment, change and cultural transformation, teambuilding and team-leadership, performance and quality, starting as a new leader, "silo mentality" vs. collaborative working, performance reviews, motivation, communication, conflict, etc.
- Leadership-programs

Offer for Position & Career: Evolve Your Uniqueness

- Personal-Strategy-Profile®: Personal positioning, career biography, personality and career profile, core competencies, future perspectives and professional strategy
- Executive coaching und consulting: Role as a leader, employee leadership, teambuilding, change and project management, social skills, self-, time- and stress management
- Top-Manager-Program

Functions

- since 2004: Owner of evolta – evolve to the max!
- since 2001: Associate of the Hernstein Institute for Management and Leadership
- since 2000: Managing partner of Schadler & Pollmann GnbR (softskillprojects.at)
- since 1993: Member at the Professional Association of Austrian Psychologists (BÖP)
- since 1993: Executive coach. Since 2004: Senior coach at the Austrian Coaching Council (ACC) and International Organization for Business Coaching (IOBC)

Qualifications

- Certified business consultant, organizational and work psychologist, senior executive coach
- Systemic strategy, leadership and team consulting (education and training in A, D, GB, USA), e.g. leading consultant at the Hernstein General Manager Program
- Group dynamics, systemic constellation work, re-Teaming
- Personal development, social competencies, HR-diagnostics, psychodynamics
- Logotherapy & existential analysis (Viktor Frankl) and hypnosystemic consulting

Professional Development

- 2001-2003: Consultant and trainer at the Hernstein International Management Institute
- 1997-2000: Partner at Coverdale Management Consulting and -training GmbH
- 1994-2000: Partner at Schadler & Schadler OEG - business psychology
- 1995-1997: Project manager for the Vienna International Conference on the Future
- 1986-1993: Master of science / business psychology at the University of Vienna
- 1985-1993: Purchase and sales job in the family business

Mag. Marion Hofinger / evolta Unternehmens- und Managementberatung e.U.

1090 Wien, Garnisongasse 1/15 / +43 664 5267365 / marion.hofinger@evolta.org

FN 464700t HG Wien / UID ATU 57714316 / IBAN AT42 1925 0653 0226 3203 / BIC DIRAAT2S

www.evolta.org