

PROFILE & SELECTED PROJECT EXPERIENCE

Change needs orientation - and good collaboration.

I support teams, leaders and organisations through development, clarification and change processes. My work combines systemic consulting, clear process design and calm, attentive facilitation.



BAYREUTH · GERMAN & ENGLISH · HANNESPESCHKA.DE

AREAS OF WORK

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|----|-------------------------------------|--|
| 01 | Organisations & change | Bringing strategy, structure, participation and sustainable implementation together. |
| 02 | Collaboration & teams | Clarifying roles, expectations and decision-making - where useful, complemented by embedded team experiments or outdoor sequences. |
| 03 | Reflection & development | Systemic consulting in a confidential one-to-one setting. |
| 04 | Conflict resolution | Making different perspectives discussable and restoring the ability to work together. |

SELECTED PROJECT EXPERIENCE

A look at assignments I have designed and facilitated.

LEADERSHIP & STRATEGY

Aligning a leadership team

18 months · 25 leaders · three 2-day off-sites + coaching

Process architecture, facilitation and coaching helped establish a shared understanding of leadership, strategic priorities and accountable implementation.

TEAM & COLLABORATION

International team off-site

3 days + follow-up · 12 people · in English

Reflection, dialogue and an integrated outdoor module strengthened team identity, trust and concrete agreements for day-to-day work.

CHANGE & COOPERATION

Cross-functional collaboration

6 months · 4 functions · approx. 20 participants

A facilitated development process connected different perspectives and led to clearer interfaces and shared next steps.

CONFLICT RESOLUTION

Restoring collaboration across functions

3 preliminary conversations + 1 workshop · 12 people

Confidential preliminary conversations and a clarification workshop made interests and tensions discussable, enabling agreements on interfaces and escalation paths.

ORGANISATIONS & PROJECT CONTEXT

PROJECT COMMISSIONED BY ROOTS

Arvato	KiO - Kinderhilfe Organtransplantation
Bundesanstalt für Immobilienaufgaben	PBeaKK
Deutsche Telekom	Ronald McDonald Haus Deutschland
DRK-Blutspendedienst NSTOB	Schaeffler
Fraunhofer	Stadt Bamberg
Fujitsu	Stadt Erlangen

HARTING

The organisations are examples of my project experience. Their inclusion does not constitute an endorsement by the organisation.

DIRECT COLLABORATION

Bächlein

PROJECT COMMISSIONED BY KUNIGHAM

ANDRITZ Schuler Pressen
Siemens Healthineers

PROJECT COMMISSIONED BY CHALLENGE LEARNING DUO PLAST AG

Everlence

Frankfurt School of Finance & Management

HORSCH

Witt-Gruppe

EXPERIENCE, QUALIFICATIONS & COLLABORATIONS

Soundly trained. Continuously learning.

PROFESSIONAL HOME SINCE 2017

roots - Die Kooperationsgestalter

Since 2017, I have worked with the roots team as a freelance trainer, coach, systemic consultant and organisational development practitioner. It is where I built my consulting practice, and where I continue to support team development, organisational processes and conflict resolution.

SELECTED QUALIFICATIONS

2021 Systemic consulting and organisational development

isb Wiesloch

2022 Agile Coach

Chamber of Industry and Commerce, Heilbronn-Franken

2023 Introduction to transactional analysis

in an organisational context · Mayke Wagner-Froböse

2026 Mediation training programme in accordance with ZMediatAusbV

Consensus Campus

SINCE 2020

Kuningham

Project-based collaboration in consulting, facilitation and organisational development.

SINCE 2020

Challenge Learning

Project-based collaboration around teams, leadership, change and experiential learning.

TEACHING & ENGAGEMENT

Institut für Bildungscoaching

Trainer for practice-oriented professional development, including systemic coaching, team coaching and solution-focused consulting.

Schmid Foundation

Dialogue partner since 2024: pro bono organisational development support for non-profit organisations.

Academic background: First State Examination, teacher training in mathematics and physical education, University of Bayreuth.

Let us use a no-obligation 30-minute conversation to clarify your situation and whether working together would be useful.

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