

Profile

Alexander Fröde

Partner shareholder p4d KG

Senior Consultant

Organisational development, team consulting & leadership development



Current position and responsibilities

- Organisational development, team consulting
- Executive and leadership development
- Moderation and training

Key activities

- Flexible organizations - change and strategy processes, innovation culture
- Strong teams - team processes and team development, planning and team meetings, agile cooperation
- Moderation of strategy processes and conflict workshops, mediations
- Transformative leadership - leadership development, implementation and development of leadership trainings
- Implementation of upward feedback, coaching of executives, conception of executive development programs
- Inspiring Events - Planning and Moderation of Events, Conferences & Learning Processes
- More than 15 years of consulting experience in non-profit organizations, public administration and companies
- Methods: Systemic Organizational Consulting | Facilitation | Design Thinking | Scrum | Theory U | Dragon Dreaming | Storytelling | Time to think Solution-Oriented Communication | Mediation | Positive Psychology | Collegial Consulting | Agile Management | Art of Hosting | Effectuation
- Working languages: German, English, French

Experience

- Since 2016 freelance organizational consultant, trainer and process facilitator for team and change processes
- Recognized Mediator" in the German Mediation Association and certified consultant of the program "Enterprise Value Man"
- 10 years work experience in the DED and the GIZ
- 2012-2016: Management of a large complex project team at the GIZ
- 2008-2011: Coordination of a company-wide change process at GIZ (introduction of the topic of climate change at GIZ), coordination with various hierarchical levels, GTZ/GIZ-wide development of goals and strategy document, cooperation with all sectors, strategic planning and implementation of the process, dealing with resistance, political security, development of personnel and training structures
- 2005 - 2007: Worked as organizational consultant for the German Development Service in Zimbabwe
- Further training in design thinking (IDEO), facilitation (Kommunikationslotsen), change management and mediation (FU Berlin), organizational consulting in non-profit organizations (Socius), time to think, etc.
- University degrees in Adult Education and Landscape Ecology/ Nature Conservation (Environmental Ethics) and at the Seminar for Rural Development (SLE) Berlin

Contact

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