

Profile

Claus-Bernhard Pakleppa

Managing Partner

Process facilitation, sparring and moderation



Current position and responsibilities

- Managing Partner of *p4d* | partnership for development (since 2006) and *p4d* | partnership for development KG (since 2019) in Bonn, Germany
- Systemic organisational development

Key activities

- Facilitation of organisational development and change projects with international teams and companies, in Germany, southern Africa and worldwide
 - Change processes
 - Planning und strategy development
 - (Development of) organisational culture
 - Development of mission and vision
 - Team processes and common ground
 - Facilitation of mergers
- Sparring partner for executive staff and decision-makers
- Moderation
 - Process facilitation
 - Facilitation for leadership bodies
 - Workshops
 - Multi-stakeholder processes
 - Conflict facilitation
 - U-Process
 - Facilitation for large groups and international conferences
- Training and retreat
 - Leadership Training
 - Coaching and self-development
 - Organisational development
- Keynote lectures
 - Organisational culture research / culture audit
 - Trends and their impact on forms of organisations and tomorrow's working world

Experience

- 22 years of experience as a process facilitator, consultant, trainer & coach especially in the fields of public institutions, industry, services and DC
- 22 years of experience in leadership as founder and manager within the association SYNERGIE Network (1997-2004), of SYNERGIE Soziale Bildung (2004-2015), of partnership for development GmbH (since 2006) and as co-founder and board member of South African German Network e.V. (SAGE Net) (since 1996)
- Several multiyear lectureships at Cologne University and Freiburg University
- Initiation, organisation and facilitation of the interdisciplinary event series "Forum Führen. Gestalten. Vernetzen." in Bonn (since 2015)
- Longstanding international experience in South Africa, England and the US
- Training as a systemic coach and consultant in Cologne and Kassel (2005)
- M.A. in Social Anthropology, Politics and Pedagogy in Cologne and Heidelberg (1996), degree in Social Pedagogy at Cologne University of Applied Sciences (1995)
- Professional publications and studies about organisational development, German-South African cooperations, multi-stakeholder processes and Theory U
- Further training:
 - Continuous case supervision
 - Theory U
 - Mental coaching
 - Conflict management
- Working languages: German and English

Contact

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... shaping working culture.