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studied Catholic theology, MBA at INSEAD in Fontainebleau/France, formation as a Systemic Organizational Consultant. Head of the Afro-Asian Institute of Graz, founder of a software company in Chile. 1997 – 2004 consultant and Deputy Head of Hernstein Institute, one of the leading German speaking management institutions. Since 2004, freelance consultant, facilitator and coach. Focuses on change projects, organizational and leadership development, and innovation. Worked throughout Europe, the Americas, China and Eastern Asia, and Africa. Author of a German book and numerous articles on management topics, currently exploring how leadership in organizations might be changed by advanced IT and AI. Developer of leadership games offline and online. 2019 – 2021 Partner of ZukunftsInstitut, the leading German futurology think tank. Visiting fellow at Warwick University/UK and TU Graz/Austria.