



**DR. HERBERTSTROBL**  
coaching & consulting  
mit system



**Dr. Herbert Strobl, MC**  
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## CONSULTANT PROFILE

### CUSTOMER BENEFITS

**finding goals** in a structurally **guided reflection process** alongside a change in perspective

finding **accepted and** therefore **sustainable solutions** with the help of a catalytic effect on the process and "soft facts" levels

generating often entirely **surprising solutions** with the help of a moderated process of "**detaching yourself from the problem**"

using of an unbiased **discussion partner "at eye level"** and **with a view from within** business structures and processes thanks to long-term personal industry and management experience and - therefore

offering **integrative consulting** (i.e. on the content and process level) with additional **plausibility tests** and **alternative solution scenarios**

**enhancing personal resources and competences** in the client system through appreciative development work

### WHAT I STAND FOR

**combination** of extensive, **systemic coaching training** at university level with **long-term personal management experience**, inter alia on the Managing Director level within large international companies

competence to the point especially in the **energy and financial industry** with a track record in the fields of **leadership, strategy** and **business development** as well as **project management**

**methodical diversity** both in coaching & consulting as well as in business with a pronounced focus on practical applicability, goals and targets

on-going **advanced training**

integration into a wide **network of consultants** with a multitude of different focus topics

consulting, coaching, training in **German and English**

### FOCAL POINTS OF CONSULTING ACTIVITY

**Executive Coaching:** coaching adapted to the specific professional and private challenges of (top-level) executives

**Soft Skills-Training for Executives:** dealing with the unwritten rules of different cultures and invisible leadership levers in organisations

**Individual Coaching:** support and development of individuals via a structured and monitored reflection process, personal situation analysis, target setting and implementation support

**Team and Group Coaching:** integration of teams and amplification of available alternatives with the help of cooperation and guided thought processes within heterogeneous groups

**Project Coaching:** moderation and process facilitation in complex projects for efficiency enhancement as well as support of the responsible line and project managers

**Strategy Development and Coaching:** solution-focused process facilitation and moderation in developing goals & targets particularly taking into account the relevant systemic aspects of organisations



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**Organisational Development:** structural and process organisation taking into account especially relevant systemic aspects of corporate being

**Pre/Post M&A support:** solution-focused process facilitation in the pre and post phases of mergers and acquisitions, particularly on the soft facts level

**Change Management Support:** increasing acceptance of change processes by enabling a change from within

**Management Audits:** testing and analysing the fit and suitability of managerial staff and their precise role in the organisation

## EDUCATION & TRAINING

- 2008 **Train the Trainer** intensive course (PPC, Vienna)
- 2007 **Master in Coaching (MC) and solution focused management;** post-graduate studies at the PEF Private University for Management, Vienna (Master-Thesis on „Management audits in a solution focused perspective“)
- 1988 **Diploma of the Diplomatic Academy** (equates to a Master in International Relations), Vienna; Post-graduate studies, specialisation International Economic Relations (time abroad at the ENA, Paris and the Escuela Diplomatica, Madrid; degree dissertation on „International Trade in Financial Services“)
- 1986 **Academically Certified Translator;** Translation degree (English and French), Innsbruck University
- 1985 **Doctor of Laws**  
Law degree, Innsbruck University

## PREVIOUS POSITIONS HELD

- 2005-2007 **RWE Transgas, Prague**  
Head of Strategy, Corporate Development and M&A (group-wide function for all affiliates of the RWE Group in the Czech Republic)  
Head of Regulation Management (in charge of the most important value driver of the RWE Group in CZ)  
Member of the supervisory boards of the 4 biggest regional gas distribution companies in CZ
- 1991-2004 **OMV Group, Vienna**  
Executive Assistant to the CFO (including Investors' Relations tasks)  
Various departmental head functions in the gas division (particularly business development and big international special projects; presentations on European, Asian and American conferences as well as representative with international organisations and trade associations)  
Several Managing Director functions for group- subsidiaries and in international Joint Ventures
- 1988-1991 **Chase Manhattan Bank, London and Vienna**  
Corporate Finance training as well as Institutional Banking and Risk Management; Relationship Manager