

Profile



Herbert Salzmänn, Mag.phil., business consultant. Born in 1959 in Vorarlberg, professional formation as qualified land surveyor, 7 years work experience in the field, concurrent evening high school diploma. Studies of literature and philosophy in Innsbruck, sociology in Freiburg. Since 1990 practical education in organisation development and management training by Jack F. Moens (* 1926) from the NPI in Holland. Experience in L&D since 1990, diverse further education in OD, coaching and business mediation. Business consulting trade license in 2000. Lecturer at the University of Innsbruck since 1996 in organisation, consulting, project and social skills, management and art.

Married to Erika Salzmänn, psychotherapist. 2 children (1990, 1993), lives in Innsbruck. Music- and art connoisseur, social and spiritual researcher. martial art and mountaineering.

Key area:

- Leadership seminars and transformation of organisational cultures.
- Organisation development, design & co-creation of learning organisations

Some exemplary projects:

- Continuous leadership seminars for new managing directors and department heads at Marché international (CH).
- Leadership seminars at Omicron, ("Best Place to Work" 2010) (A).
- 10-day Leadership programme at the Wirtschaftsförderungsinstitut Innsbruck since 2000.
- Consequent establishment of a learning organisation at Dorfinstallateur in Vorarlberg (A).

About meeting my teacher:

I met Jack Moens in 1990, a Dutch man and experienced Organisation Development consultant. He worked for corporations like Shell and Philips, as well as culturally mixed independent schools in South Africa under the apartheid regime. Jack was one of the pioneers of OD in Europe, and co-founder of the NPI, lead by Bernard Lievegoed.

It was my professional and personal fortune that Jack took me on as his pupil for several years. Back then he was already almost 70 years old, today he is still a fatherly friend to me. Relationships like this may seem odd from a modern perspective. Nevertheless it turned out to be very effective for me: I got a practical introduction into the art of OD. This means some of my basic assumptions were challenged. Probably most importantly a practical and emergent approach to how organizations work took over a predominantly mechanical perspective.

Why did Jack get into this? It must have been my burning idealism for free, creative individuals and for ways of leading and organising that serve this kind of people. This idealism continues to be my leading motive. Only today experience proofs what started back then as an idea: Organisations and people in leadership positions that embrace the conscious and creative human being are sovereign. Thank you Jack.