



Profile Uta Schulz



Enabling people and organizations

Born in southern Germany, grew up in Hamburg. Since 2003 consultant and coach based in Reinbek on the border with Hamburg. She is a certified consultant for systemic organization development and a certified intercultural coach.

### Language skills:

German, Swedish, English; Danish and Norwegian passively

### Focus

- Organization development especially in combination with intercultural and international issues
- Executive development
- intercultural staff development (training, coaching, team building)
- Large group facilitation
- Coaching

### Specialization in Countries

Denmark, (Finland), Norway, Sweden, Germany, Scandinavia, Austria, Switzerland

### Principles for Organizational Development

- The “midwife principle”, helping people to help themselves: the clients are supported in getting relevant insights and implementation until the goal is achieved. The execution and responsibility lies with the clients.
- Appreciative and resource-oriented involvement of staff affected in the search for solutions by gathering their experience and (detailed) know-how
- Focus on people: their strengths and potential, not on staff weaknesses and deficits
- Transparency in all phases of the consulting and development processes

### Education and Studies

1986-1987: 1986-1987: school year at Spånga Gymnasium, Stockholm, natural sciences  
 1989: Baccalaureate Meiendorf Grammar School, Hamburg  
 1989-1998: General Business Administration with an emphasis on industry in addition to Scandinavia studies (majored in both)  
 1996/1997: Studied at Stockholm University

### Work during Studies

- research assistant at the Scandinavian Institute, University of Hamburg
- student and summer jobs at German-Swedish and German-Scandinavian companies
- guide for German study trips in Denmark, Finland, Norway and Sweden

### Additional Qualifications (selection)

2013 – 2014: Training to “Systemic organization developer” at IOS – Institut für Organisationsentwicklung & Systemische Beratung Prof. Schley & Partner GmbH, Hamburg  
 November 2015: Change Congress 2015. Lost in Change? Effective change strategies in a dynamic world – Future Organization – Future Mindset – Future Customer – Future Culture, Handelsblatt FACHMEDIEN  
 2017: “Certificate course in industrial psychology”, AKAD University  
 February 2018: Certification as an intercultural trainer at the University of Osnabrück, Institute for Psychology  
 January 2019: AgileCultureCamp – Presence.Creativity.Innovation, Hamburg  
 Autumn/winter 2019: Systemic Business Professional, Starting and supporting sustainable change processes, Academy of Change, Handelsblatt FACHMEDIEN  
 December 2019: The Best Of Neuroscience, 11th International Science Forum 2019, AFNB  
 2020: The Zurich Resource Model in Theory & Practice, life lessons, Dr. Maja Storch  
 June 2020: “Wenn die Welt Kopf steht” – approved basic course in Zurich Resource Model (ZRM) with Gerda Köster; GMK Development of organization and individual

## Professional Experience

- 1998-1999: freelance translator, interpreter, language teacher
- 1999-2001: head of production and marketing at ROXX Media Deutschland, publishers of customer magazines (Verlag für Kundenzeitungen GmbH)
- Since 2003: freelance work as intercultural trainer, consultant and coach under the SveTys brand

## Target Groups

Coaching, training and consultation at all hierarchical levels: Board of managers, managing directors, specialists and senior managers in sales, marketing, product development, engineering, research and development, human resources, office workers etc.

In addition Uta Schulz – SveTys has experience in Workshops with students and young professionals, (consultative) support during international youth exchange programs as well as in training with vocational trainees.

## Experience in the Following Fields (selection)

- Manufacturing industry (automobile, energy, engineering industry...)
- The service sector (insurance, finance, hotels, tourism ...)
- Media
- University
- Pharmaceuticals and medical technology
- Construction industry, construction products
- Logistics
- Shipyards

## References (selection)

- Coaching in change processes
- Establishment of “communication mechanisms” to improve the Idea Management
- Strategy and Vision Workshops
- Leadership development for managers and executives at insurance company (in modules)
- Intercultural consulting, coaching and training at all hierarchy levels during restructuring
- Intercultural workshop to develop appropriate marketing strategies for Scandinavia in a logistics group
- Intercultural teambuilding to improve process coordination in a trans-national team in the logistics sector
- Intercultural training, coaching and consulting before opening up the Scandinavian markets
- Preparation for international assignments for Denmark, Norway and Sweden
- Preparation for international assignments for Germany for Swedish and Finnish expats e.g. in medical technology and the toy industry
- Intercultural facilitation of large groups supra-company level to improve cooperation when constructing offshore wind parks
- Large group teambuilding in a trans-national company in the wind energy sector
- Intercultural large group facilitation at German-Finnish team event

## Publication

Title: Geschäftskultur Schweden kompakt, handbook on Swedish business culture in German  
CONBOOK Verlag, ISBN 978-3-943176-65-0, 2014

