



Dr. Jens-Peter Abresch

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Mastering the Art of Organizational Transformation.

My Passion

Initially focused on the support of project teams and project managers (senior project managers and clients, PL pool managers and portfolio managers), my consulting practice developed towards coaching senior management teams (board members, management boards) and coaching senior management executives ("executive coaching").

Challenges and questions that are at the forefront of my work with companies:

What does a better organizational design/setup look like in order to work together more efficiently?

How do we create real developments in our working methods and a learning organization while the business is running, smart and unexcited?

How does good leadership work (leading myself, leading in a team, leadership quality in the whole company)? What does good leadership look like tomorrow?

Today I am a sought-after development partner of executive managers and leading companies/organizations in Germany and Switzerland. Senior management in business and HR management call on me as a "trusted advisor" to reflect on their challenges and implement company-specific solutions. I am valued for my broad experience, my simple-pragmatic approach to complex topics and - last but not least - for my "talent" to

understand the "culture of organizations".

Currently I am involved in the design and (co-)management of "Large Scale Transformations" in several corporations (or large organizations). In addition, I have been working for some time on the questions of what contemporary "Organization & People Development Models" look like and how "Corporate Universities" are designed and successfully operated.

My Foundation

First he studied music (classical trumpet), then regional economics and business administration at the universities of Bonn and Gießen. University degree and subsequent doctorate (summa cum laude) at the Institute of Business Administration at the Justus Liebig University of Giessen with an empirical thesis on project management (study prize winner of the German Association for Project Management (GPM) 1998).

Since October 2010 partner of UPGRADE, Frankfurt am Main. 2004 to 2011 Partner at HLP Hirzel Leder & Partner. 2009 - 2015 Managing Director of HLP Swiss Managementberatung, Bern.

Lecturer at the Justus Liebig University Giessen. Member of the Core Faculty at the ZfU Center for Corporate Management Thalwil / Switzerland

Since January 2016 Principal Partner at UPGRADE.Swiss Organisationsentwicklungspartner, Basel.

I am married, have two children and live in Lich (Hessen).