

## Hanna Mandl

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Date of birth: 1955 12 26

Place of Birth: Vienna

Citizenship: Austrian

Marital Status: Married

Children: Judith, age 29 and Ruth, age 27



## Profile

My career has led me from teaching the violin and chamber music at a municipal school of music to co-founding and organizing a Waldorf-school of music. As an executive board member of that school I facilitated meetings and dialogues for the whole faculty and different groups of teachers. 1995 I did a Dialogue Training in the US with Glenna Gerard and Linda Teurfs and began to work for the consulting firm Mandl, Lüthi & Partner, [www.mlp.co.at](http://www.mlp.co.at). In seminars on Dialogue and in Dialogue sessions with organizations I discovered that the listening skills of my musical training as well as the familiarity to work on intentions, body and mental images helped me to speak a language that proved to be helpful for my clients. In 2003 I joined the three-year training program in Systemic Coaching with KALEIDOS in Linz. In my work I like to ask deep questions, to use metaphors and ideas that foster creativity and strengthen the commitment to get a job done. I see myself as a midwife in processes of transition and change that are linked to corporate objectives and culture. A good outcome of a coaching session is heightened power of presence, clarity of focus, and level of energy.

As a member of the Society of Organizational Learning Austria, [www.sol-austria.at](http://www.sol-austria.at), I am working with the leadership concepts of Peter Senge (author of The Fifth Discipline), Joe Jaworsky (author of Synchronicity) and Otto Scharmer (author of Theory U), who implicitly incorporate the practice of mindfulness and awareness in their work and assume the never ending genuineness of the human spirit.

As co-founder of metalogikon, [www.metalogikon.com](http://www.metalogikon.com), I have gathered experience with organizational dynamics and practical tools for business management.

## Skills and methods

### for individuals:

Generative and Strategic Dialogue  
(on goal-setting, structures, processes,  
skills, identities, values, beliefs,...)

### for groups, teams, communities:

Dialogue  
World Café  
Open Space Technology

Resource-oriented Self-Management  
Systems Thinking  
Systemic Constellation Work  
Rehearsal and on-the-job-practice

Presencing  
Dynamic facilitation  
Wisdom Council  
Metalogue-Conference

## **Education**

1974 Matura at the Realgymnasium Wien XII

1972 - 1978 Studies at the University for Music and Performing Arts in Vienna, Austria

1978 Certificate of Educational Competence

1979 - 1980 Studies at the New England Conservatory in Boston, USA

2005 Qualification as Systemic Coach and Consultant after a three year program with KALEIDOS

## **Vocational Training**

1995 Training as Dialogue Facilitator, with Glenna Gerard and Linda Teurfs

1998 Days of International Dialogue, for Dialogue Facilitators in Boulder, Colorado

Since 1998 Systemic Constellation Work, with Insa Sparrer, Matthias Varga von Kibed, Guni Baxa, Christine Blumenstein-Essen, Siegfried Essen and Michael Blumenstein

2002 Creating what matters by R. Fritz, with R. Attems

Since 2004 regular attendance: Buddhism and Psychotherapy, with Richard Baker Roshi

2003 and 2004 Seminars on Presencing, with Otto Scharmer

2005 Workshops and projects with the theatre director Michael Worsch: Theatre and Stage as Space of Evolvement

2008 and 2009 Systems Thinking and System Dynamics, with Christoph Mandl

2009 Dialogue on Organizational Culture, with Ed Schein

2009 and 2010 The Art of Making a True Move, with Arawana Hayashi

2010 Seminar on Dynamic Facilitation, with Jim Rough

2010 Seminar on The Practice of Effective Communication, with Jeff K. Zeig

## **Work Experience**

1978/79 and 1980-1991 Teacher at the Music School of Baden, Austria

1979/80 Performances as violinist for the "Collegium Terpsichore" in Boston

1993 - 1999 Founding Member, Executive Committee Member, and Teacher at the "Freie Musikschule" in Vienna.

Since 1995 Senior Partner at Mandl, Lüthi & Partner, [www.mlp.co.at](http://www.mlp.co.at), working with individual coaching clients as well as teams and organizations

Since 1995 Annual Dialogue Workshops for Mandl, Lüthi & Partner

1998 Team Coaching on Communication for the Zen Buddhist Sangha Johanneshof, Germany

1998, 2000, 2001, 2003, 2005, 2007, 2008, 2010 Organization and Facilitation of the Metalog - Conference in Austria, with around 50 participants each

Since 2003 World Cafés on Organizational Learning and Innovation for metalogikon in Vienna, Salzburg, Linz, Graz, Zurich, Stuttgart and Frankfurt

Since 2004 Top Management Retreats for Hagsfelder Werkstätten, Germany, and Lukashaus, Switzerland

2005 Open Space Conference for Zukunftszentrum Tirol, Austria, 100 Participants

2005 – 2006 Team Coachings on Innovation Capacity for MIGROS, Switzerland

2007 Open Space Conference for 120 employees of Lukashaus, Switzerland

2007 World Café and Dialogue Retreat for 30 members of Arge Weltläden, Austria

2007 Presentation of the Action Research Project: "Organizational Culture as Tacit Knowledge in Action" at the 4<sup>th</sup> International Conference on Knowledge Management in Vienna

2008/09 Consulting Project sponsored by Unruhe Foundation: Innovation-Support for 8 Social Enterprises in Vienna and Graz  
2008 Facilitator for a Dialogue Session at the Conference “Anders wachsen” at the University of Natural Resources and Applied Life Sciences, Vienna  
2008 Member of the International Design Team for the 3<sup>rd</sup> SoL Global Forum in Muscat, Oman  
2007 – 2009 Three year project: Leadership Dialogue for Managers and Leaders, within the framework of metalogikon  
2009 Seminar on Dialogue for the Federal Institute of Agricultural Economics in Vienna

### **Publications**

Translation of “On Dialogue” by David Bohm and “Dialogue - A Proposal” by David Bohm, Donald Factor and Peter Garrett from English to German  
Co-author of the book „Führen zwischen Hierarchie und ...“ Versus 2001  
Co-author of the article „Mit Dialogen zu Erfolgreichen Strategien“ Harvard Business Manager, 1/2003  
Co-author of the book „Aufgabe Zukunft: Versäumen, planen, ermöglichen...“ Versus 2006  
Co-author of the book „Die schöpferische Besprechung – die Kunst und Praxis des Dialogs in Organisationen“, EHP 2008

### **Membership**

Chair of the Society for Organizational Learning Austria, [www.sol-austria.at](http://www.sol-austria.at)  
Member of the SoL Study Group Organizational Culture and Learning  
Member of metalogikon, [www.metalogikon.com](http://www.metalogikon.com)

### **References:**

Thomas Riesenecker-Caba, CEO FORBA  
Ingrid Krammer, Abteilungsvorständin, Jugendamt Graz  
Norbert van Eickels, CEO Hagsfelder Werkstätten, Deutschland  
Henning Timcke, CEO Werft22, Schweiz

### **Languages**

German  
English