



# GÜNTER LUKAS

Partner, Senior Consultant, Trainer, Coach

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## MY APPROACH

*„My self-image is to accompany and support people and organisations in developing their potential. I achieved it with great appreciation and practice- and solution-oriented concepts tailored to the customers' needs.*

*The focus is on activating and further developing previously hidden resources. The basis is cooperation based on partnership and trust, in which humour can also play an important role.“*

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und -trainings GmbH  
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## FOCUS

- Conception, support and implementation of transformation and team development projects
- Conception and implementation of leadership development programs and competence development projects for project managers and consultants
- Executive coaching and coaching of individuals and team coaching
- Moderation of strategy workshops and topic-specific written exams
- Interim management and project management within change and transition programs

## PROFESSIONAL EXPERIENCE

- since 2016 Partner and authorized signatory at Coverdale Austria
- More than 15 years of experience in international top management
  - Managing Director of an international IT company with around 650 employees
  - Authorized signatory and head of research and development in a telecommunications group
  - International business experience in Southeast Europe, Russia, Turkey, USA and China
  - Responsible for change projects in the areas of M&A, restructuring, reorientation, process optimisation and cultural development
- since 2010 self-employed management consultant and systemic coach
- since 2013 lecturer for coaching at the European Systemic Business Academy (ESBA)
- since 2015 University lecturer at the Vienna University of Technology for Communication, Presentation and Negotiation Techniques

## WORKING LANGUAGES

- German
- English

## EDUCATION AND TRAINING

- Engineer for control technology
- Systemic-Constructivist Coaching - Master of Science (MSc)
- Certified Coach according to ISO 17024
- Accredited business trainer (incite)
- Certified SCRUM Master® (CSM, ScrumAlliance®)
- Certified OKR Master (die Agilen)
- Certified consultant for KODE® - an analysis method for the direct measurement of individual capabilities to act
- Certified Consultant for INSIGHTS MDI® (Master Certification)
- Certified consultant for ASSESS by SCHEELLEN® (incl. 360° feedback)
- Member of the Austrian Coaching Federation (Senior Coach - ACC)
- Member of the Experts Group "WirtschaftsTraining & Coaching" (WKO)
- Further training in leadership, conflict management, customer relationship management, labour law, project management and quality management.