

PROFILE

Bernhard K.F. Pelzer

Change Expert

Diplom-Ingenieur, MSc

Systemic Advisor, Supervisor, Coach

Born 1954

Lives in Hamburg

Married / 2 children

"I am your pilot on your way to new horizons"



Bernhard's Focus



- Stakeholder participation
 - Cross-cultural development of group intelligence and complexity ability
 - Bottom-up feedback on management assessment
- Strategy to develop sustainable, agile organizational systems
 - Cross hierarchy strategy development
- Economical rating of emotion in the enterprise workforce
 - Explore cultural differences and use it as a power for change
 - Transform hidden blockages and open resistors into performance
- Development of power teams
 - Creating transparency by systemic lineup
 - Bring out clarity of individual motivations
- Individual coaching with methods of the Institute of Differential Psychology, Prof. Kuhl, Osnabrück (EOS development-oriented self-management)





Areas of expertise

- Large group facilitation digitally supported for the enhancement of group intelligence in real time (Real-time process result in large groups RTEG)
- Strategic Advice (Management Evaluation and Networking of complex thematic areas)
- Management of Integration (Mergers, Acquisitions, Joint Ventures, Strategic Alliance, Outcarving)
- Ocean Action Learning Method:
Experiential learning of leaders and teams aboard tall ships
- Economic evaluation of social-dynamic processes with C4E cost for emotion
- Executive Mentoring (Coach, Trainer, Teacher, Supervisor)



Education and qualification

- Studies of Architecture, Bio- and Geo-Science and Ecology at the University of Essen
Graduation: Diplom-Ingenieur, MSc Engineering
- Studies of political science at the University of Duisburg
- Trained systemic process manager and process designer (methods of the humanistic psychology), trainer and supervisor.
- EOS Coaching License of Prof. Kuhl
- Foreign experience in USA, Canada, Ecuador, Galapagos Islands and Netherlands
- Languages:
 - German (native)
 - English (advanced)
 - Dutch (fluent)
 - Spanish (basic)



Portfolio Career

- Build up of an organization for the nature conservancy association (BUND e.V.) in the role of a managing director in Nordrheinwestfahlen, Germany. The initiation of non-governmental initiatives based on the principles of grass-root management was one of his special abilities and tasks. He was responsible for seven branch offices, the country headquarter and a research unit. As head of a nationwide reorganization he implemented systemic change management process methods.
- Foundation of his own consultancy Pelzer & Partner in 1988 focussing on the areas of top management consultation, strategy development and the implementation of sustainable reorganizations.
- In 1998 Bernhard Pelzer entered the KPMG Consulting Group as Senior Manager and was responsible for intersectional Change Management Services as authorized representative in Germany. 2001/2 he lead the division Business Integration Services (BIS) of the KPMG Deutsche Treuhand WP Gesellschaft AG. He used his particular know how of the assessment of human skills to assist mergers and acquisitions. He was also in charge of "best of both" restructurings in cross cultural environments.



Portfolio Career

- 2003 Bernhard Pelzer relaunched Pelzer & Associated Partners as an independent internationally active consultancy. The connection of change processes with the ability to measure and predict the success economically, is the basis of his work today.
www.pelzerap.com
- 2008 After 20 years of leadership programs with experiential learning on board ships, he founded the Ocean Action Learning Method
www.oceanactionlearning.com
- 2010 Founding of Pelzer Business Coaching for ILC – Integral Leading Change supervisions on executive level
www.pelzerap.com/ILC_Analyse_en.PelzerAP
- 2014 Development of a methodology (C4E) for balancing emotional factors in business enterprises and creating a web-based single-user application
www.cost4emotion.com



Bernhard Pelzer – Personal Reference

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Ann-Kathrin Greie, Hamburg	CEO Dance Academy Stage Up (Start-up) Managing Director StageCoach Theatre Art School	+49 (4121) 499996 info@stagecoach-hh.de

"Bernhard is a real powerhouse. Creative yet focused and dedicated to producing outstanding results for his clients. He is a great people manager. Bernhard is an amazing facilitator of large group sessions where engagement and follow up results are essential. He uses high technology IT frameworks that deliver full record of the proceedings and form basis for future action. I am looking forward to working for and with him in the future and could not recommend him more highly."

Dr. Lily Evans

