

## **Marlies Garbsch, MA**

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### **Current function and fields of specialization**

- Consultant, Trainer,
- Lecturer at the Organizational Development – Organizing Public Goods Department, Institute for Interdisciplinary Research and Education (IFF), University of Klagenfurt
- Instructional trainer/consultant at the Austrian Society for Group Dynamics and Organizational Consulting (ÖGGO)
- Member of osb's partner network (osb Vienna)

### **Main focus of recent consulting assignments**

- Consulted organizations with a focus on human-resources management and change management
- Introduced practices of human-resources development and employee-potential assessment as well as coaching systems (for example, development centers and employee-appraisal systems) in organizations
- Developed and conducted course programs and seminars focusing on management and leadership, on human-resources management and on organization development
- Worked as a moderator, team supervisor and coach

### **Professional and educational background**

- Assistant professor at the Organizational Development – Organizing Public Goods Department at the IFF at the University of Klagenfurt between 2005 and 2009 and former assistant in the Faculty of Social Sciences at the Vienna University of Economics and Business Administration
- Member of osb's partner network, former consultant with osb Vienna Consulting and member of osb Systemic Consulting
- Head of Human Resources at the Wiener Krankenanstaltverbund (Viennese Federation of Hospitals), Human-resources Developer at Erste Bank, and Human-resources Manager at Raiffeisen Insurance
- Vocational education at the Austrian Society for Group Dynamics and Organizational Consulting (ÖGGO) and at the Heidelberg Center of Systemic Research and Consulting
- Certification as a psychotherapist, education at the Viennese Working Group for Psychoanalysis
- Master's degree in international business administration received from the Vienna University of Economics and Business Administration