



## Professor Ralph GROSSMANN

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### PROFESSIONAL BACKGROUND AND FUNCTIONS

- Study of Law, 1969 - 1972
- Doctorate in Law, Juris Doctor (1972)
- Freelance work as a Television Journalist and Presenter and as a Social Science Researcher, Trainer, Supervisor and Organizational Consultant;
- Since 1981, Scientific Duties at the Interuniversity Institute for Interdisciplinary Research and Further Education (Interuniversitäres Institut für interdisziplinäre Forschung und Fortbildung, IFF) of the University of Klagenfurt
- 1996 Postdoctoral Lecturing Qualification: University Lecturer for Group Dynamics and Organizational Development,
- 2001 Professor of Organizational Development, with special emphasis on Public Services at the University of Klagenfurt
- Head of Organizational Development and Group Dynamics of the Interuniversity Institute for Interdisciplinary Research and Further Education (iff)
- Co-founder, Trainer and Consultant of the Austrian Society for Group Dynamics and Organizational Consulting (ÖGGO)

### ACTIVITY / WORK EXPERIENCE

- Since 1976, University Teacher of organizational theory, organizational psychology, group dynamics, project management, supervision and coaching;
- Management and Development of numerous training programs to teach executives and experts organizational skills;
- Experience in Planning and Management of numerous university courses;
- 20 years experience as a Consultant and Trainer with a wide variety of organizations, such as schools, universities, hospitals, insurance companies, public administration, advocacy organizations, and companies in the private sector.
- Lecturing at domestic and foreign universities;
- Numerous publications on the organizational development of expert firms.



### **AREAS OF EXPERTISE**

- Organizing research on issues of management and development of complex service organizations, evaluation and description of change processes
- Design and management of post-graduate programs with a university degree for the implementation of organizational competence. Example: University course "Organizational Development – Master of Science"; consulting on the development of enterprise-specific training programs for managers, internal consultants and trainers, conducting of such courses in cooperation with the University.
- Consulting for teams, projects and major reorganization processes, coaching managers, internal consultants and project managers.
- Design and Moderation of retreats and conferences, counseling for collaboration between organizations such as in corporate networks.
- In recent years, concentration on consulting projects within and between organizations.