



Mag. Dr. Erwin Huber, born in Hainfeld (Austria), 1965. Studies of social- and economic sciences at the University of Graz. Several years in the banking industry. Four years assistant at the department of organization, human resources and management development at the University of Klagenfurt. Research work at the Harvard Business School. Consultant, management trainer and associate partner of Trigon since 1999. Additional training in the fields of organizational development, conflict management, coaching, systemic and solution-focused working, organizational constellations, Neuro Linguistic Programming (NLP). Authorized mediator. ISO Certified Coach. Two daughters, lives with his family in Styria.

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Current fields of consulting

Organizational development, Department- and Teamcoaching

- Restructuring and development of teams/departments during all relevant levels (strategy, set-up, processes, tasks- and role-distribution, communication, tensions and conflicts)
- Supporting management teams in (strategic) restructuring and the consequential change processes (Change Management)
- Coaching of managers to support the implementation of general development measures
- Facilitating key workshops and difficult decision-making processes (integration of objective- and personal-tensions, focus on the common aim, creating alignment and commitment)
- Supporting fusion-processes, Post-Merger Integration

Conflict Management, Organizational Mediation

- Specialist to handle and to work with tensions and massive conflicts (between employees, within and between teams, between leaders and the managing board) – based on the „transformative mediation“ (sustainable, conciliate mediation)
- Conflict-Coaching of managers

Personal Coaching

- Specialist in „Personal Coaching/Management Coaching“ with close relation to personal development (work on behavior and fundamental patterns in context to task, role und function)

Trainings

- Communication, conflict, self-development, leadership, communication skills

International consulting experience

- International experience in training and consulting with focus on Central and Eastern Europe (CEE)

Publications

- Publications of specialist articles
- Book published in 2014 – „Mut zur Konfliktlösung – Praxisfälle der Organisationsmediation“



Erwin Huber (Hrsg.)
Mut zur Konfliktlösung!
Praxisfälle der Organisationsmediation

440 Seiten, 110 Abbildungen
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Erfahrene MediatorInnen beschreiben in dem Buch 19 Praxisfälle der Organisationsmediation. Sie schildern jeweils die Konfliktsituation und den Mediationsprozess und sie reflektieren ihre Arbeitsweise. Ein Kapitel bringt die Kurzbeschreibung der wichtigsten Methoden. MediatorInnen, SupervisorInnen und OrganisationsberaterInnen bietet das Buch viele Anregungen für die Weiterbildung. Führungskräfte weiten ihren Blick für die Konfliktdynamik in Organisationen und sie werden ermutigt, Konflikte als Chance zur Weiterentwicklung der Organisation zu sehen.

„Ich kenne kein vergleichbares Buch, das Mediation so stark mit der Dynamik in Organisationen verbindet. Die vielen maßgeschneiderten Vorgehensweisen stellen sich auf die spezielle Organisation und die Beteiligten ein. Das Buch macht deshalb Mut, sich von Regeln und Schulen zu lösen und zu fragen: Welche Ansätze braucht dieser besondere Fall?“

Prof. Dr. Alexander Redlich, Universität Hamburg