



Mag. Dr. Martina Scheinecker, born in Linz, Upper Austria, in 1960.

Executive partner of TRIGON Entwicklungsberatung Wien which she joined as partner in 1994. Business consultant and registered mediator (s.§8 of the Austrian Civil Law Mediation Act [Zivilrechts-Mediations-Gesetz]). Studied Business Administration at the University of Economics in Vienna. Internal consultant for HR- and organisational development in a large manufacturing company. Continuous training and further training in group dynamics, organisational development, systemic consulting, constellation work for

organisations. Independent consultant and trainer since 1991. University lecturer. Married, 2 children, lives in Vienna.

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Current Focus of Activities:

- Organisational development on company level: change management (diagnosis, working out blueprint of future organisational design, implementing new structures and processes).
- Organisational development on unit level: customer orientation, team development, process optimisation.
- Culture development: drafting mission statements and working out management tools to implement these statements (management by objectives [MbO] , feedback for managers, staff appraisal as a leadership tool, 360° feedback).
- Management development programmes: 1) Devising programmes with an eye to implementing the company strategy and supporting the company development; 2) Carrying out training seminars and workshops (leadership, conflict management); 3) Carrying out group coaching seminars and workshops; 4) Designing integrated career models (expert and management careers).
- Management Audits, assessing staff potential, assessment centres for the selection and/or skills development of employees.
- Consulting on conflict management, conflict training for managers and mediators.
- Coaching.

Fields of experience and consulting (topics, projects, customers)

For more than 15 years, I have consulted my customers on processes of change management and developed with them management development programmes and leadership instruments geared to implementing the company strategy. A special focus of mine has been conflict management consultancy for individuals and groups.

Reference list of customers (non-exhaustive listing): Andritz AG, Arbeitsmarktservice Österreich (the Austrian Labour Market Service), Casinos Austria, Hypo Tirol (bank), Kammer für Arbeiter und Angestellte (Austrian Chamber of Labour), KPMG, mobilkom Austria, Österreichische Nationalbank (Central Bank of the Republic of Austria), PSZ GmbH, Raiffeisen Capital Management (investment bank), Raiffeisen Bausparkasse (building society), Verein Neustart, VertretungsNetz, Wiener Krankenanstaltenverbund (Association of all hospitals, nursing homes and senior-citizens homes of the City of Vienna), Wirtschaftskammer Österreich (Federal Economic Chamber of Austria), voestalpine Stahl (steel mill), etc.