



BPO Beratergruppe

for personnel development and organizational change

1



Helge Johannes Baudis

Fields of Activity

- Consulting in the area of corporate development, strategic and change processes
- Facilitating team development at all levels
- Coaching executives and freelancers
- Training in management tools, communication, appraisal interviews, conflict management
- Consulting for work organisation, self-managing team work, networking
- Providing seminars on „Ageing as an opportunity“, „Personal success strategies“, „Change as a personal opportunity“, „Emotional competence“

Helge Johannes Baudis on his approach and motivation

„What interests me most in our line of work is helping people, teams and organisations to develop their strengths and their potential. I am always happily surprised to see how much improvement in quality of life, value creation and success is actually possible. For me, every new project is an opportunity to see how challenging goals can be met with courage, intelligence, efficiency and by concentrating on the essentials.“

Helge Johannes Baudis has a degree in psychology and is a qualified systemic consultant. He has been working freelance as a personnel and organizational developer since 1990. He is a founding member of the BPO Beratergruppe. His areas of specialization include the automotive industry, IT, mechanical engineering, hospitals, municipalities, architecture/construction and the self-employed. Born in 1954, he is married, has three adult daughters and lives in Rottenburg am Neckar.



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Sectors

- Architecture
- Automotive manufacturers
- Automotive sales
- Automotive suppliers
- Training and education
- Printing plants
- Retail industry
- Aircraft industry
- Catering industry
- IT and software development
- Associations and professional chambers
- Hospitals and clinics
- Mechanical engineering
- Public administration
- Psychological counselling centres
- Accounting and management control
- Rehabilitation and detoxification centres
- Welfare, kindergartens
- Textile industry
- Sales

2

Areas

- Training and continuing education, education systems, apprenticeship training
- Construction site management
- Works council
- Engineering and development
- Facility management, site services, fleet management
- Finance, accounting and management control
- Organization, supplier development
- Personnel
- Production (pressing plants, body shell, paintwork and finishing, assembly, testing stations)
- Technical service, maintenance, cafeterias
- Corporate and plant management
- Plant security and fire services

Target Groups

- All management levels
- Division, department, centre and team leaders
- Mayors, department heads, chief officers in the public sector
- Reception, duty managers, security staff and managers
- Managing directors, directors, entrepreneurs
- Master craftsmen, foremen, group spokespersons
- People in transitional situations
- Employees, clerks and team members
- Assembly supervisors and customer service technicians
- Project leaders and staff
- Freelance workers
- Entrepreneurs



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Topics and Seminars

- Older employees, Ageing as an opportunity
- Spin-offs and owner-operated enterprises
- Accompanying restructuring efforts
- Consultancy training and supervision
- Career counselling
- Coaching
- Debriefing after critical events
- Introducing management tools and staff qualification
- Emotional competency for managers
- Developing management skills for team leaders, master craftsmen and foremen
- Managing employees with personal problems such as: addiction, psychological problems, personal crises
- Working in groups and self-managing team work
- Introducing production systems
- Cooperative consulting
- Communication and discussions
- Conflict management and mediation
- Customer orientation
- Chairing conferences, meetings and events
- Conducting successful appraisal interviews
- Networking
- Performance reviews, HR development
- Personal success strategies for changing business environments
- Self-development
- Project management
- Developing strategies, goals and mission statements
- Team development, training and skills
- Office management for freelancers and the self-employed
- Change as personal opportunity
- Change processes and business development
- MbO and Balanced Scorecard

Professional Experience and Qualifications

- Degree in psychology (Tübingen and Heidelberg, Germany)
- Clinical psychologist in clinics
- Qualifications in Gestalt therapy, behavioural therapy and as supervisor
- Co-designed, founded and built up a clinical centre
- Director at a specialist clinic
- Licensed to practice
- Board member of the Volkshochschule und Musikschule Rottenburg e.V. since 1990
- Private psychological counselling office since 1990
- Full-time personnel and organisational developer since 1991
- Founding member of the BPO Beratergruppe (1997)
- Systemic training seminars
- Learning on the job with clients and colleagues