



*„I am more interested in the future than in the past, because I intend to live in it.“*

*(Albert Einstein)*

## **Mag. Wolfgang Grilz MSc**

Organizational developer, trainer & management coach

Studied in Graz and Oxford, scientific assistant at the University of Graz, instructor of English as a technical language,

Managing director of a language institute, pedagogical director of an educational center, head of an EU project on quality assurance in educational institutions, trainer and consultant.

Further training in organizational development, personnel development, supervision and coaching, group dynamics and training strategies.

Leisure time: hiking, traveling, reading. Lives in Graz.

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### **Fields of activity:**

Wolfgang Grilz has extensive experience as a consultant supporting corporate culture in the areas of leadership, organizational development and personnel development.

#### ✓ **Corporate culture**

Personal responsibility and accountability is encouraged and supported. If employees identify with the goals of the company, they become advocates of the organization. This strengthens innovation, encourages further development and improves productivity.

#### ✓ **Management Development Programs**

Development programs for executives and identified talents are designed with the strategic objectives of the company in mind. These programs are implemented in a highly engaging and practical format.

#### ✓ **Potential analyses**

Assessment Centers, 360° feedback processes and management audits ensure informed feedback and serve as a solid basis for personal development.

#### ✓ **Moderation of workshops and closed meetings**

Strategic planning, team development, improving cooperation between departments –

there are many situations where workshops can be valuable. The right combination of stimulation and enthusiasm guarantees success in meeting current challenges.

✓ **Shaping change for the future**

The design of change processes does not end with the needs assessment and subsequent development of sustainable concepts for the future. Success is reflected in the degree to which employees implement the processes. This is how Wolfgang Grilz measures the success of his consulting activities.

✓ **Innovation through personnel development**

Knowledge management using new social collaboration tools, new perspectives on talent management, innovative performance management, increasingly replacing control – there are many opportunities to achieve innovation through personnel development. However, this must also be put into practice.

## **Customers and lines of business**

**Industry:** voestalpine, Siemens, Agrana, Andritz AG, Preis Group, TAG Trans Austria Gas Pipeline, STRABAG, Swarovski, Liebherr, Magna, Borealis, Bohler Special Steel, Verbund

**Services, Trade:** Unito, Vienna International Hotel Management, BSH Bosch Siemens Home Appliances, Vienna International Airport, Graz Airport, City Airport Train, Rewe, Österreichischer Bundesverlag

**Financial services:** Raiffeisen Bank International, Erste Bank, National Bank of Austria, Bank Burgenland, BAWAG PSK

**Healthcare sector:** Hospitals of Lower Austria, AKH Linz, Psychosocial Centers Lower Austria

**Administration:** Chamber of Commerce, Chamber of Labour, Austrian Finance Ministry, Government of Styria

**Social Profit:** Amnesty International, JobAllianz, Vertretungsnetz, Rote Nasen Clown Doctors

## **Publications**

### **Articles in English language**

[>>> Articles on Leadership](#)

### **Articles (in German)**

Grilz, Wolfgang (2021), „Vernetzte Kommunikation in digitalisierten Supply Chains“. In: Digital Leadership. Trigon Themen 01/2021.

Grilz, Wolfgang (2020), „Entscheidungsfindung und Konfliktlösung jenseits heiliger Ordnungen. In: Konfliktmanagement und agile Zusammenarbeit. Trigon Themen 03/2020.

Ballreich, Rudi und Wolfgang Grilz (2020), „Erfahrungen im virtuellen Seminarraum“. In: Fragen und Fragmente. Sonderausgabe Trigon Themen 2020.

- Grilz, Wolfgang (2018), „Digitale Tools in der Beratung“. In: Digitalisierung und Prozessberatung. Trigon Themen 03/2018.
- Grilz, Wolfgang (2018), „Wie stehen Mitarbeiterinnen und Mitarbeiter zum agilen Unternehmen?“. In: Agilität und Kultur. Trigon Themen 01/2018.
- Grilz, Wolfgang und Martina Scheinecker (2016): „Innovation durch Human Resource Management“. In: Mario Weiss, Hrsg., Handlungskompetenz Innovation. Bern.
- Grilz, Wolfgang (2016), Talent Management – neu gedacht. In: Innovationsfaktor Personalentwicklung. Trigon Themen 03/2016.
- Grilz, Wolfgang (2016), Struktur der Selbstorganisation. In: Selbststeuerung in Organisationen. Trigon Themen 2/2016.
- Grilz, Wolfgang (2015), Lernen von der Zukunft her. In: Magazin Training 5/2015.
- Grilz, Wolfgang (2014), Die Rolle der Selbstverantwortung bei der Entwicklung des eigenen Potenzials. In: Trigon Themen 2/2014.
- Grilz, Wolfgang (2011), Gestaltung von Führungskultur durch Personalentwicklung. In: Stephan Laske, Astrid Orthey und Michael J. Schmid (Hrsgg.), PersonalEntwickeln. Loseblattwerke Deutscher Wirtschaftsdienst. 147. Erg.-Lfg./3.22, März 2011.