



"If there is a sense of reality, there must also be something that can be called a sense of possibility." (Robert Musil, The Man Without Qualities)

Dr. Thomas Weichselbaumer

Organisational developer, innovation consultant, process facilitator, trainer, coach

Born 1971 in Upper Austria, studied journalism and communication science (focus on interpersonal communication and media economics) and German language and literature, numerous further education courses (e.g. systemic organizational development, certified coach according to ISO 17024, innovation), lecturer at several universities of applied sciences. Several years of management and leadership experience and activity in consulting companies, 2004 foundation of the innovation consultancy "Pioniergeist Consulting", foundation of his own start-up in 2011, from 2015 network partner of Trigon, since 2017 partner at Trigon. Lives in Vienna. Loves the mountains, especially in winter.

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Fields of activity:

Thomas Weichselbaumer has been a consultant for more than 20 years. He accompanies organizational development and change processes such as strategy and innovation projects with modern concepts and methods and creates space for development.

- **Organisational development and change processes**

Conception, support and implementation of development and change processes in organizations with a holistic and systemic approach

- **Accompaniment of future shaping processes (strategy and innovation)**

Development of future images, strategies and innovations. Digitalisation, business model development, customer experience, customer orientation, positioning, intrapreneurship. Application and implementation of agile methods (e.g. Scrum, Design-Thinking, Effectuation, Lean Innovation).

- **Design and moderation of retreats and workshops / facilitation**
 Design, support and facilitation of board, executive, management or project workshops and retreats on strategy, annual planning, cooperation, project reflection, clarification of topics.
- **Accompaniment of working groups and project teams**
 Accompaniment of working groups, project teams, talents in special projects, e.g. to develop innovation, agility, strategies
- **Coaching**
 e.g. on personal and organizational changes and associated challenges, new roles, tasks or leadership positions, personal strengths and potentials, decision-making, overload and prioritisation
- **Training and seminars**
 Conception and implementation of training measures, e.g. on the topics of organizational development and change, innovation, shaping the future, agility

Customers and lines of business

Thomas Weichselbaumer works for organizations of various industries and sizes. From financial service providers to NGOs, from listed companies to start-ups.

- ✓ **Industry**
 ACO Entwässerungstechnik; AECOM, Agrana, ANDRITZ, BMW, Brugg Pipesystems, Daikin, EVVA Sicherheitstechnologie, Lenzing AG, LogServ, Mondi, Netze Baden-Württemberg, Primetals Technologies, Rhomberg Bau, Roche, Siemens, Spitz, Tyrolit, voestalpine Stahl
- ✓ **Hi-Tech**
 ecop Technologies, nexus/easyname, woom Bikes
- ✓ **Services and support**
 ASFINAG, Archiversum, Austrian Airlines, Roland Berger, Brandstätter Verlag, City Airport Train (CAT), Family Austria, Flughafen Wien, Institut für Empirische Sozialforschung (IFES), Mediaprint, ÖBB, Rubikon Werbeagentur, T-Mobile, Tourismusverband Velden, Urlaub am Bauernhof, Wincor Nixdorf, Wirtschaftsagentur Wien
- ✓ **Finance**
 apoBank, Bank Austria, Erste Bank, HYPO NOE, Niederösterreichische Versicherung; Raiffeisen Bank International
- ✓ **Retail**
 baumax, Bosch Siemens Haushaltsgeräte (BSH), Intersport Eybl, Lebenshilfe Wien, neckermann, Sport 2000

- ✓ **Social Profit**
Caritas Oberösterreich, Psychosoziale Zentren Niederösterreich
- ✓ **Education**
FH des BFI Wien, FH Oberösterreich, FH Wien der WKW, Katholisches Bildungswerk OÖ, Ludwig Boltzmann Gesellschaft, Ramsauergymnasium
- ✓ **Public authorities**
Arbeiterkammer OÖ, Arbeitsmarktservice Österreich, Bundesministerium für Finanzen, Gemeinde St. Johann in Tirol, Magistratsabteilung 23 (Stadt Wien), Magistrat Linz, Wirtschaftskammer Steiermark

Publications (in German)

„[Entfaltungs-Chancen statt Aufstiegs-Chancen](#)“ – Thomas Weichselbaumer im Gespräch mit Christian Bezdeka - Trigon Themen 02/2020

„[Digitalisierung und Prozessberatung](#)“ – Strategie- und Innovationsentwicklung in disruptiven Settings - Trigon Themen 03/2018

„[Innovationssysteme agil gestalten](#)“ - Praxisbeispiel aus einer sozialen Organisation - Trigon Themen 01/2017

„[Sich neu erfinden](#)“ - Trigon Themen 01/2016