

Senior Facilitator/Coach Profile

Fritz Walter (1951)



Nationality: German

Residence: Berlin

Languages: German and English

Areas of expertise:

Change Management Coaching
Large Group Facilitation
Project Management
EFQM Excellence

Fritz's experience ranges from: Human Resource Manager, Labor market consultant, Project Manager, to Managing Director. He studied: sociology, pedagogics, social education, and holds a Diplom (B.A.) as a Sociologist.

He has been an OD-Consultant and Assessor for the EFQM-Excellence Model from the European Foundation of Quality Management (EFQM) since 1996. His areas of specialties include:

- **Coaching of general management, project managers and teams.**
- **Facilitation of strategy development processes and business transformation with large group interventions for organizations, companies, associations, schools and communities.**
- **Identifying and enhance the core competencies of teams and organizations**
- **Sustainable development of organizations with the EFQM-Excellence Modell**
- **Evaluation of programs and projects.**

Fritz has a gift for hearing clients' issues and translating them into solutions that generate whole systems, rapid and involved change. He is a strong believer in applying methods that bring all the appropriate stakeholders together (whenever possible) to create their own, committed strategy and solutions. The questions he asks help our clients focus on the core of their issues and speeds the process of change, while enhancing commitment.

Further Training

2004	Lernwerkstatt Großgruppen, All-in-one-spirit, Oberursel
2003	Facilitating the Whole System in the Room, Weisbord/Jannoff
2001	Appreciative Inquiry learning workshop, Dr. Elsässer
1999	Future Search Learning-workshop, Weisbord/Janoff
1998	EFQM-Assessor training at the DGQ e.V., Frankfurt/M
1995	CEDEFOP Study Visit „Innovation in further education
1994 – 95	OD-Course, TOPS Berlin e.V. (Edding, Doppler & Hinkel)
1992	Facilitation Training, TOKOM, Hamburg

References

Coaching

- Team-coaching – our team a better place to work: Internationaler Bund Berlin
- team-coaching and action learning: Schulaufsicht, Steuerungsgruppen, Jugendämter

OD-Consulting

- Identifying new customer segments, development of marketing activities, optimizing flow of work at Ignaszewski GmbH, Berlin.
- Facilitate large group conferences for Universities and SME's to generate common research- and business projects
- Shared Visioning and Missioning Process to create Mission statements to improve cooperation within the Youth Department Friedrichshain-Kreuzberg (district of Berlin)

Training

- leadership training for managing directors at the chamber of handicrafts, Berlin
- project management training for quality-managers of the Senat of Berlin

EFQM Excellence

- accredit to the Berlin-Brandenburg Qualitätsinitiative 2002 to evaluate applications for the award and visit finalists.
- Facilitation of EFQM processes at the Diakonische Werk Potsdam, ADLBW Berlin